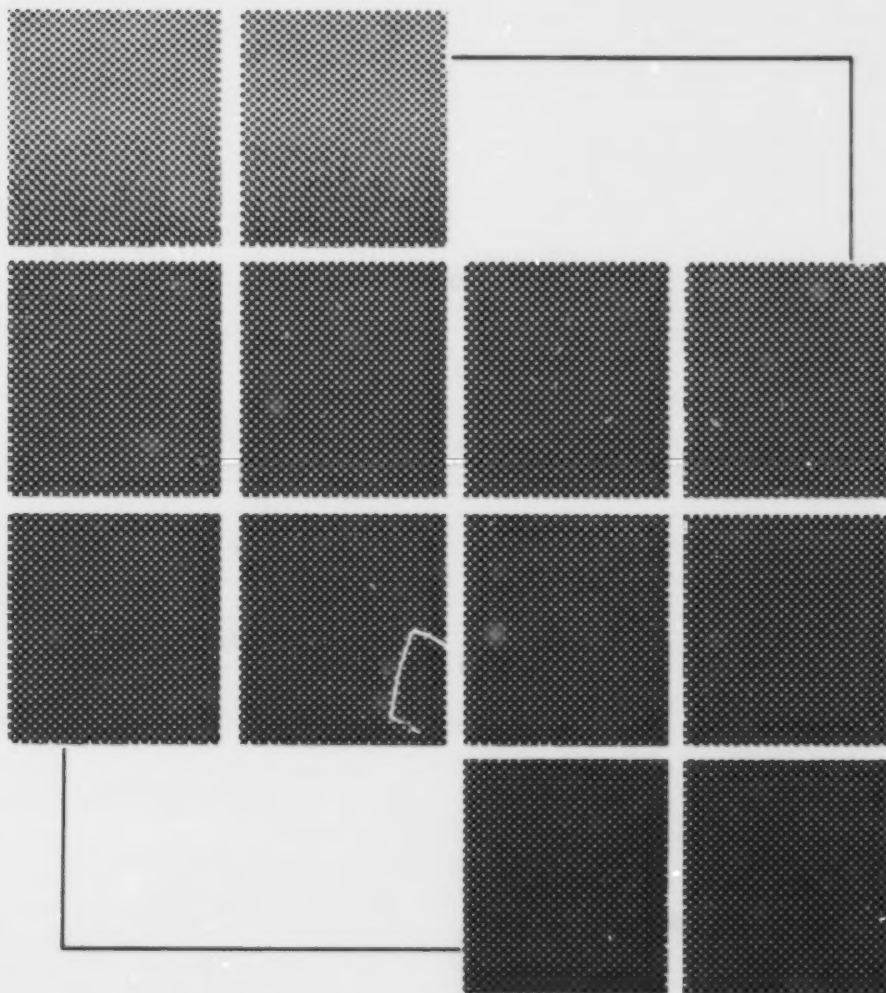


LABOUR MARKET JURISDICTION STUDY: A PROVINCIAL/TERRITORIAL COMPARISON



Manitoba
Education
and Training



FOREWORD

It is my pleasure to present the fourth edition of this document which summarizes the structure and organization of labour market activities in each of the Provinces and Territories. The document also provides a basis for comparison of the many employment and training programs available across the country.

Manitoba Education and Training has compiled this document in its capacity as lead province with respect to Federal-Provincial/Territorial labour market matters for 1988/89. Due to the dynamic nature of government, there may have been changes within departments between the time of compilation of this material and the date of issue. Nevertheless, the document provides a comprehensive overview of provincial and territorial labour market structures and programs at the end of 1988/89.

I wish to thank everyone who provided the information contained in this report.



HONOURABLE LEN DERKACH
Minister
Education and Training

April, 1990

TABLE OF CONTENTS

	<u>Page No.</u>
Introduction	
Yukon Territory	1 - 8
Northwest Territories	9 - 21
British Columbia	22 - 36
Alberta	37 - 46
Saskatchewan	47 - 56
Manitoba	57 - 82
Ontario	83 - 95
Quebec	96 - 153
New Brunswick	154 - 164
Nova Scotia	165 - 175
Prince Edward Island	176 - 184
Newfoundland	185 - 197

INTRODUCTION

This report contains information on the structure and programs of provincial and territorial governments with respect to the labour market. The production of this report was co-ordinated by Manitoba in its role as lead province on Federal-Provincial/Territorial labour market matters for 1988/89. Each jurisdiction provided the information on its own programming and only very minor editorial changes were made. The organizational descriptions provided here represent the end of the 1988/89 fiscal year and, therefore, may be outdated in certain circumstances.

Each section contains a textual description of structure and programs, as well as organizational charts and summary tables. The summary tables are generally divided into three sections: direct job creation programs; training programs; and research projects. While many programs may not fit neatly into one category, jurisdictions were requested to slot programs into the category that appeared most appropriate.

Several jurisdictions have indicated federal program activity. While expenditures in this area do not represent provincial/territorial spending, their inclusion does accurately reflect labour market activity in the province or territory.

It is hoped that this document will provide a useful reference source on labour market activity in Canada.

YUKON TERRITORY

YUKON

Jurisdictional Overview

ADVANCED EDUCATION BRANCH

The primary role of the Advanced Education Branch, Department of Education is enhancing the employability of adult Yukon residents. Through the provision of post-secondary education and skills training programs, the Branch meets its mandate of providing for human resource development. The Branch offers a wide range of adult programming, including institutional training through Yukon College and its Community Campuses (satellites), apprenticeship training, tradesperson's certification, industrial training, Human Resource consultative services, and student financial assistance. The Branch is composed of the following units:

- Human Resource and Career Development
- Program Research and Planning
- Administration
- Yukon College

Human Resource and Career Development

This unit is responsible for the planning, implementation, and maintenance of Apprenticeship, Tradesperson's Certification, Industrial Training, Employment Development, Human Resource Consultative Programming, and Career Services.

Program Research and Planning

This unit is responsible for providing policy/program analysis and development, program planning, research, evaluation and immigration services to the Branch.

Administration

This unit provides personnel and financial support to the Branch. The Students' Financial Assistance section provides grants and loans to assist students wishing to attend post-secondary institutions.

Yukon College

The college offers numerous full and part-time programs and courses in the areas of academic development, business and applied arts, human skills development, trades and technical, and university transfer. These are offered in Whitehorse at the college and two Community Campuses, and through Community Campuses in ten communities. Instruction is also available through mobile units.

YUKON

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Summer Student Career Development Program	\$153,000	30	(12) 360	Yukon post-secondary students	To provide career related summer employment in Government of Yukon departments and branches. - Advanced Education
Yukon Employment Incentive Program	\$ 67,400	17	(20) 340	Long term social assistance recipients	To provide work/training opportunities which will reduce dependency on social assistance and enhance future employment. - Advanced Education - Health & Human Resources
Canada/Yukon Summer Program: Challenge '87	\$153,500	140	(17) 2,380	Yukon students and youth aged 15-25	Joint Canada/Yukon Program. To provide summer employment opportunities. - Advanced Education - Government of Canada, CEIC
Apprentice Incentive Marketing Program	\$102,000	20	208	Apprentices	To develop new apprentice training positions in industry through direct financial assistance to employers. - Advanced Education
Yukon Training Opportunities Program	\$209,500	20-24	Up to 78	Unemployed/underemployed members of disadvantaged groups i.e. youth, Indian people, women	To provide a training opportunity at entry skills level primarily in YTG Department. - Advanced Education
Yukon In-House Apprentice Training Program	\$692,600	20	208	Yukon apprentices/graduates of preemployment courses	To provide skills training to apprentices so as to provide a source of qualified tradespeople for both government and the private sector. - Advanced Education

YUKON

PROGRAM INVENTORY 1) DIRECT JOB CREATION

<u>PROGRAM</u>	<u>1988/89 ALLOCATION</u>	<u>TARGET JOBS/ SPACES</u>	<u>MAXIMUM DURATION (WEEKS)</u>	<u>TARGET POPULATION</u>	<u>DESCRIPTION/COMMENTS</u>
Canada/Yukon Small Business Retraining Program	\$ 77,500	45	52	Current employees or self- employed individuals	To assist employed workers to obtain new skills in response to changing technology and markets. - Advanced Education - Government of Canada, CEIC
Computer Camp	\$ 35,000	8	84	Unemployed students and youth (instructors), post- secondary students (coordinators)	To provide a computer camp for children during the summer months. - Advanced Education

YUKON

RESEARCH PROJECTS/STUDIES (1988-89)

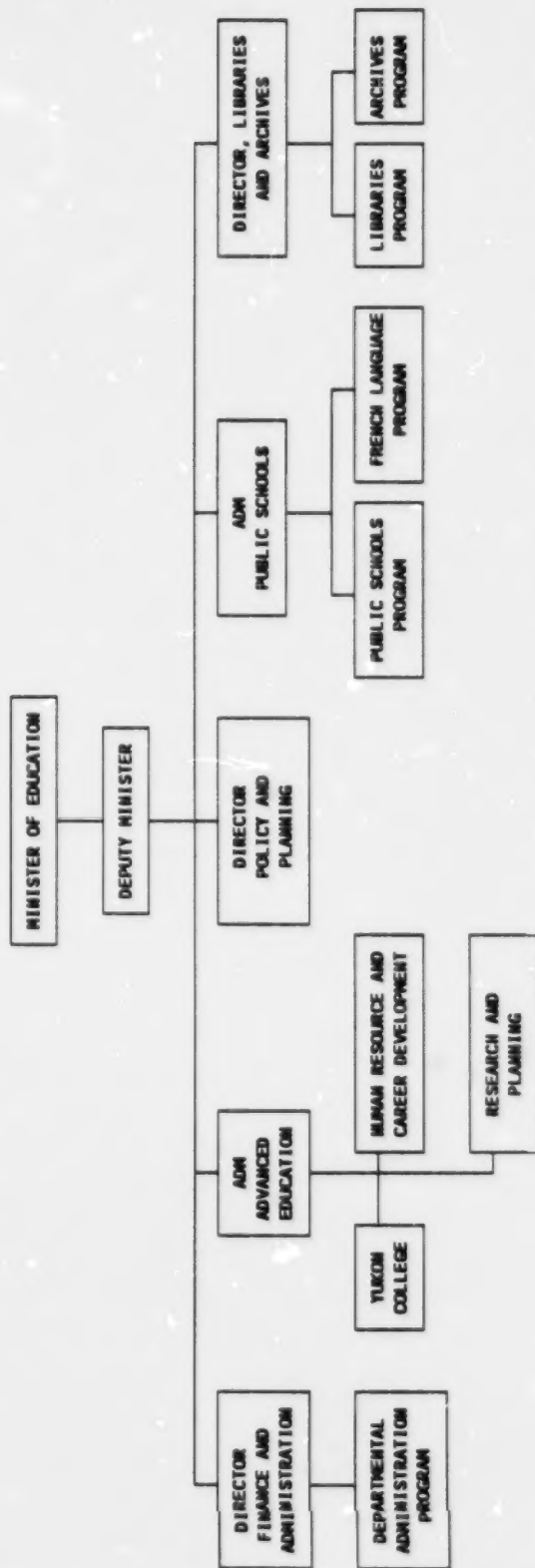
PROJECT TITLE	DESCRIPTION	COMPLETION DATE	CONTACTS
Yukon College Graduate Survey Summary Report	The purpose of this annual survey is to collect demographic and employment information from graduates of one and two year college programs. This information provides a profile of graduates and shows whether or not graduates are obtaining employment after they graduate.	1986 Report completed October 1987. 1987 Report to be done fall 1989.	Marcy Johnsrude (403) 667-5932 (403) 667-5986
Three Year Comparison Yukon College Graduate Survey Part II	A comparison was made of the employment information from 1985, 1986, and 1987. A comparison of the demographic data was completed in December 1987.	November 1988	Carolyn Hole (403) 667-5986
Survey of Academic Development Programming	This survey is being developed to provide a profile of these students and determine what is happening to them, i.e. do they obtain employment, go on to 1 and 2 years programs, etc.	March 1989	Program and Research Planning (403) 667-5986
Surveys of Human Resource and Career Development Programs	These surveys are being developed to provide a profile of program participants and their employment success.	1988 - 1989	Program Research and Planning (403) 667-5986
Labour Market Information System	Labour Market information for the Territory has been identified and the various sources documented. This work will serve as a planning base for human resource development activities.	Ongoing	Marcy Johnsrude (403) 667-5932
Industry Sector Studies	In response to course/program proposals and other requests, studies are done of various industrial sectors to determine for example, the number of jobs in the area and the need for more trained people.	Ongoing	Marcy Johnsrude (403) 667-5932

YUKON

RESEARCH PROJECTS/STUDIES (1988-89)

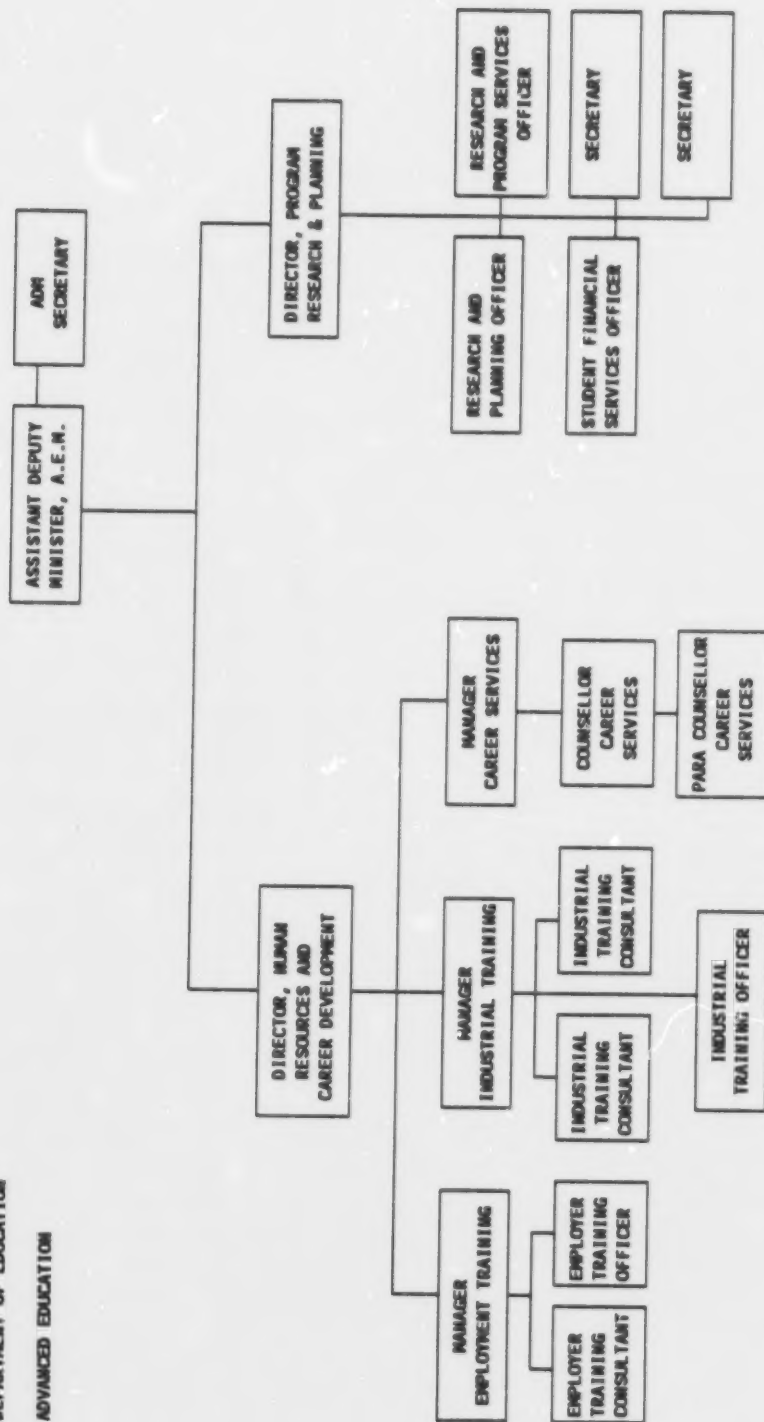
<u>PROJECT TITLE</u>	<u>DESCRIPTION</u>	<u>COMPLETION DATE</u>	<u>CONTACTS</u>
Survey of Work History	Statistics Canada and the territorial Bureau of Statistics are implementing this survey which will collect information related to the labour market. Program Research and Planning have provided input on this survey and will have access to the information.	Awaiting results of June 1988 survey.	Program Research and Planning (403) 667-5066.

YUKON
DEPARTMENT OF EDUCATION



YUKON

DEPARTMENT OF EDUCATION
ADVANCED EDUCATION



NORTHWEST TERRITORIES

NORTHWEST TERRITORIES

Jurisdictional Overview

1. Introduction

Responsibilities for labour market matters within the Northwest Territories (N.W.T.) are shared between several departments, agencies and secretariats.

1.1 Advanced Education, Department of Education

The Department of Education, Advanced Education Branch, has responsibility for employment development and is the lead labour market department. This responsibility includes developing an employment development strategy, which is to follow the Department of Economic Development and Tourism's Economic Development Strategy. The Statistics Bureau of the Northwest Territories has embarked on a Labour Force Survey to provide the same information which other provinces receive through Statistics Canada's Labour Force Survey, as well as additional labour force information specific to the Northern economy. The Statistics Bureau has produced the first publication from the survey, the overall results showing labour force activity by ethnicity, region, community, age and sex, including a comparison with the 1984 Labour Force Survey and the 1986 Census. Further publications planned are: education and language, traditional activities, seasonal patterns of employment, employment by industry and occupation, and statistics on persons not employed, including type of work and/or training wanted. The results of the Labour Force Survey will be used by the Department of Education's Employment Development Division as part of the Labour Market Information System presently being established.

The Department of Education has two branches: Schools and Advanced Education. The Schools branch is responsible for K-12 and Advanced Education is responsible for employment development, and setting standards and planning for post-secondary education and training. Advanced Education has a Program Development and Evaluation Division, a Certification and Student Assistance Division, as well as an Apprenticeship and Employment Development Division. Each of these divisions is shown on the organization charts and their responsibilities described in more detail in the following sections.

1.2 Other Departments

The other departments, agencies and secretariats involved in labour market

matters are:

- **Workers Compensation Board:** to provide workers with compensation for wages lost by accidents occurring during the course of employment.
- **Justice Department:** responsible for Labour Standards, Safety Division including Occupational Health and Safety, Fire, Electrical, Mechanical and Gas regulations, Mining Inspection Services.
- **Social Services Department:** responsible for Vocational Rehabilitation for Disabled Persons, Education, Training and Life Skills programs within Correctional Centres and Young Offenders facilities. In cooperation with the Department of Education, manages an employability enhancement agreement for social assistance recipients.
- **Women's Secretariat:** to provide operational and administrative support to the Advisory Council on the Status of Women.
- **Economic Development and Tourism Department;** creates employment opportunities through business development and tourism: Community Works Program and Short Term Employment Program which are job creation programs operating through salary subsidies.
- **Equal Employment Directorate:** co-ordinates government wide affirmative action plans to increase the participation of target groups within the N.W.T. Public Service.
- **Arctic College:** six campuses provide post-secondary education and training and develop consistent testing systems to be used for post-secondary education and training programs.

2. Legislation

- **Apprenticeship and Trade Certification Act:** provides for the establishment of an Apprenticeship and Trade Certification Board; applies to all designated trades in the N.W.T.; provides for the designation of trades as suitable for training, certification or both; provides for the indenturing of apprentices and the training and certification of apprentices and tradespeople.
- **Student Financial Assistance Act:** provides for a system of grants and loans to N.W.T. residents attending post-secondary institutions.
- **Certified Nursing Assistants Act:** provides for the training and certification of N.W.T. residents as Certified Nursing Assistants.

- Regulations under The Education Act respecting Certificates of Qualification for teachers.

3. Advanced Education

Advanced Education is managed by an Assistant Deputy Minister, accountable to the Deputy Minister of Education for the development and evaluation of programs of post-secondary education and training for all residents of the Northwest Territories. This includes industrial, apprenticeship and public service training programs in addition to those delivered by adult educators at the field level. The Assistant Deputy Minister is also accountable for the licensing of teachers, certified nursing assistants and tradespeople to practice their professions in the N.W.T. A high priority is the development of employment strategies and programs to improve the participation of N.W.T. residents in the northern work force.

3.1 A summary of specific accountabilities for Advanced Education are as follows:

- Negotiates an annual training agreement with Employment and Immigration Canada (\$5,000,000) for programs to be delivered across the N.W.T.
- Establishes the standards for adult education programs for delivery by adult educators at the community level.
- Evaluates all programs of post-secondary education and training in the Northwest Territories.
- Develops public service training programs in response to the demand of Department Heads and the Interdepartmental Staff Development Steering Committee.
- Manages the In-Service Training and Apprenticeship Programs of the Government of the Northwest Territories.
- Manages the Northwest Territories Apprenticeship Program and provides training which is flexible enough to respond to the particular needs of the N.W.T. yet maintains standards equivalent to those in place across Canada.
- Provides a program of generalist training for all public servants which is designed to promote staff development through the enhancement of skills.

- Develops employment strategies, programs and policies designed to promote staff development through the enhancement of skills.
- Develops employment strategies, programs and policies designed to increase the participation of adult N.W.T. residents in the northern workforce.
- Maintains a labour market information system to facilitate the development of human resource plans for the Northwest Territories which will result in training programs designed to allow northerners to benefit from development activity.
- Maintains a territory wide computerized registry of people seeking employment or training, as part of the labour market information system.
- Is responsible for the Development of an Employment Development Strategy, following the Economic Development Strategy to be undertaken by the Department of Economic Development and Tourism.
- Manages a program of Student Financial Assistance which provides loans and grants to N.W.T. students enrolled in programs of post-secondary education and training.
- Licenses teachers, certified nursing assistants and tradespeople to allow them to practice their professions in the N.W.T.
- Is a key member of the Staff Development Steering Committee charged with the task of analyzing Government training needs and preparing a comprehensive Human Resource Plan to respond to those needs over the long term.
- Develops career services.

In addition to a headquarters unit in Advanced Education responsible for administration, policy and programs development, there are five regional administrative centres plus a Yellowknife area office, responsible for field services delivery and monitoring.

3.2

Director, Employment and Apprenticeship

This position is accountable to the Assistant Deputy Minister, Advanced Education and is responsible for managing three (3) major program areas:

- The Northwest Territories Apprenticeship Program of training and certification in 36 designated trades, administered under The

Apprenticeship and Trades Certification Act including counselling and field delivery support services to apprentices, employers and tradespeople.

- The professional development programs for Government of the Northwest Territories employees which are managed in close collaboration with the Equal Employment Directorate and the Interdepartmental Staff Development Committee. These programs include significant resources in salaries and person years in both the In-Service Trainee and In-Service Apprentice programs, whose training positions are allocated to departments on the basis of approved program submissions. Also included in the broad range of programs which are managed and administered by this position are: generalist staff training courses offered to public servants across the Territories, education leave and tuition reimbursement; Teachers' Professional Improvement Fund; the Federal Career Assignment Program; work experience and academic upgrading for potential and current employees who belong to target groups identified for affirmative action and finally, allowances for classroom assistants enrolled in the Teacher Education Program.
- Employment support programs and strategies to allow northern residents to benefit from development activity and participate effectively in the development of the wage economy. Included in this responsibility is the development and maintenance of a Labour Market Information System, career services and counselling to the general public and in-service trainees, and training-on-the-job and work experience programs to support the private sector in the employment and training of northern residents.

3.3 Director, Certification and Student Assistance

This position is accountable to the Assistant Deputy Minister, Advanced Education, for operating the N.W.T. Registrar's Office which licenses teachers and certified nursing assistants. The position is also accountable for co-ordination and administration of the General Educational Development Testing Services in the N.W.T., and administering the N.W.T. Student Financial Assistance Act which provides loans and grants to mature students enrolled in programs of post-secondary education.

3.4

Director, Program Development

This position is accountable to the Assistant Deputy Minister, Advanced Education for developing, monitoring and evaluating all post-secondary adult education and training programs in the N.W.T. The position is also accountable for liaising with federal and Territorial government departments and agencies, native groups, training institutions, industry, labour and other jurisdictions to ensure that training programs and standards meet the overall needs of the N.W.T. and are consistent with national standards.

NORTHWEST TERRITORIES

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
<u>N.W.T. - Canada Training Agreement</u>					
- Apprenticeship	\$576,400	N/A	11,000 trainee days		
- Direct Purchase (includes apprenticeship)	\$3.9 million	-	-	CJS Target Groups	
- Indirect Purchase and uncommitted	\$1.02 million	-	-	CJS Target Groups	
- Private Purchases	\$100,000	-	-	CJS Target Groups	
Total	\$5.6 million	-	-	CJS Target Groups	
Apprenticeship Training Assistance (separate from Training Agreement)	\$500,000	68	1 to 4 years	Northern residents of at least one year who possess a N.W.T. health card, and who declare the N.W.T. as a place of residence for income tax purposes, and who comply with the employment requirements under the N.W.T. Apprenticeship and Tradespeople's Certification Act.	Objective: To assist northern businesses to employ apprentices for training as certified journeymen in the designated trades of the N.W.T.
Training On-The-Job	\$300,000	71	20-52 weeks	Long-term Northern residents of working age with a minimum of ten years residency in the N.W.T.	Objective: To prepare Northerners for permanent employment by eliminating employment barriers resulting from lack of skills or experience.

NORTHWEST TERRITORIES

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Career Services	\$50,000	N/A	No specific duration	N.M.T. residents	Objective: To offer N.M.T. residents the opportunity to develop and achieve personal career goals through a coordinated career planning, referral and placement system.
Student Financial Assistance					
Total Financial Assistance (Grants)	\$2.8 million	915	At least 6 weeks in duration	N.M.T. citizens who have been residents in the N.M.T. for a minimum of two years and who qualify for enrollment in post-secondary education.	Objective: To provide financial assistance to N.M.T. residents to enable them to complete post-secondary education so as to prepare for careers in the N.M.T.
Literacy	\$214,000	N/A	N/A		Literacy is linked to employment development. Community based projects.
Employability Enhancement Agreements	\$1.5 million	139		Social Assistance recipients who require training to break their dependency on Social Assistance.	Through the CJS, trainees take part in Job Entry or Job Development projects.
In-Service Apprenticeship	\$2.568 million	64	One to four years	Long-term Northern residents who satisfy the employment requirements under the N.M.T. Apprenticeship and Tradespeople Certification Act.	Objective: Meaningful training opportunities to provide journeymen for the Government of the N.M.T.

NORTHWEST TERRITORIES

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
In-Service Training	\$4.2 million	97	Up to four years	Long-term residents of the N.W.T. with preference given to native people and to persons born and raised in the N.W.T.	Objective: Meaningful opportunities intended to develop skills in Northern residents to prepare them for officer level positions in the Government of the N.W.T.
Economic Development and Tourism Department					
Community Works and Program and Short-term Employment Program	\$420,000	N/A	Average 8 weeks - maximum 52 weeks	Unemployed	To alleviate high seasonal dependence on Social Assistance throughout the N.W.T. by enabling organizations and employers to implement job creation projects for the benefit of the community.

NORTHWEST TERRITORIES

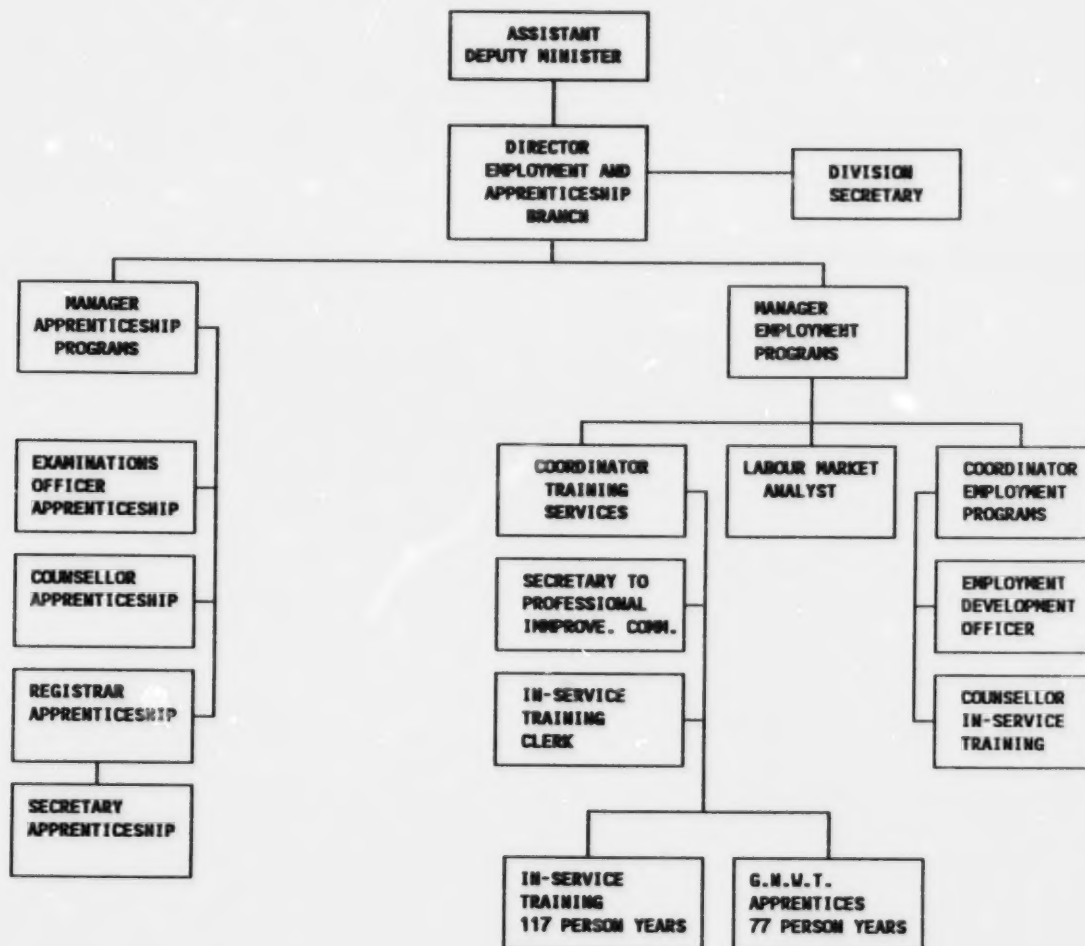
RESEARCH PROJECTS/STUDIES (1988-89)

<u>PROJECT TITLE</u>	<u>DESCRIPTION</u>	<u>COMPLETION DATE</u>	<u>CONTACTS</u>
Labour Force Survey	This survey, conducted in January 1989, collected labour market information using Statistics Canada's definitions and other information relevant to the Northern labour market and economy.	June, 1989	Ralph Joyce, Bureau of Statistics, Government of the N.W.T., Yellowknife, N.W.T. Z1A 2L9 Telephone: (403) 873-7147

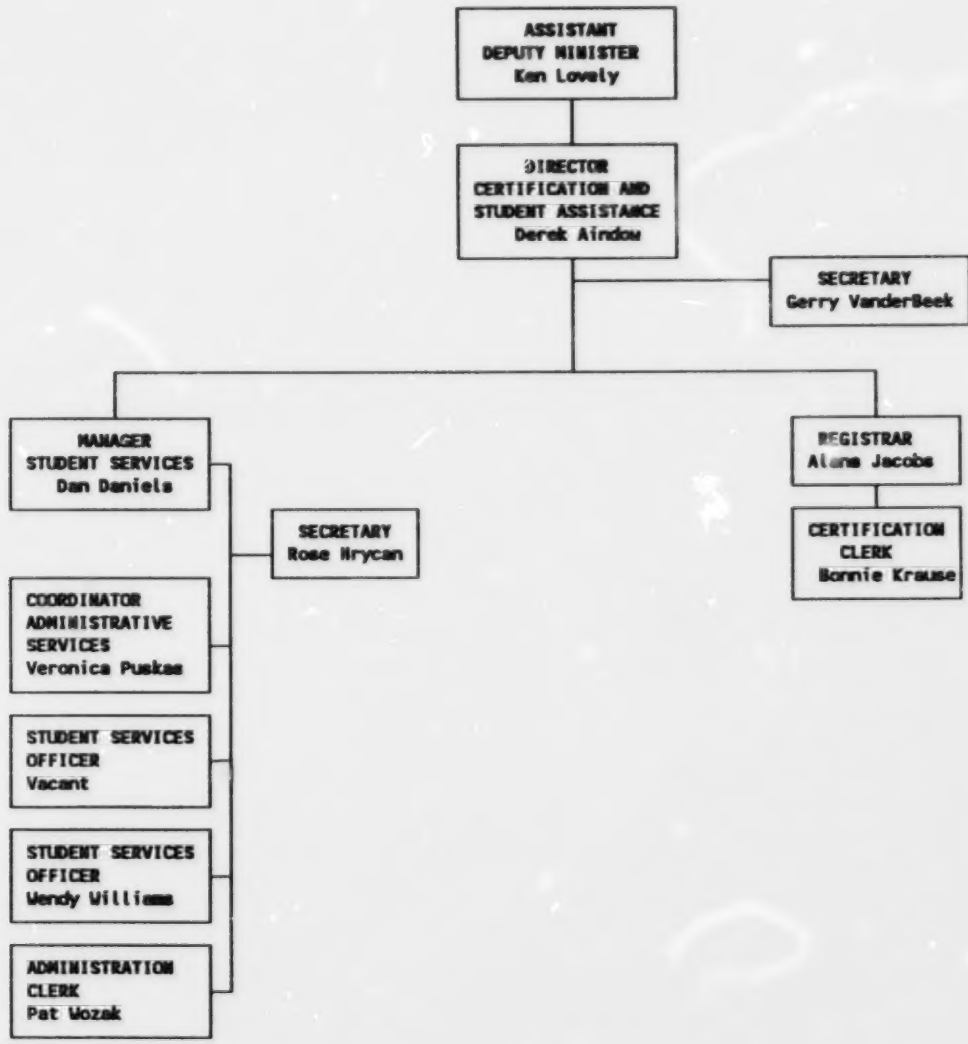
NORTHWEST TERRITORIES

ADVANCED EDUCATION

EMPLOYMENT AND APPRENTICESHIP PROGRAMS DIVISION



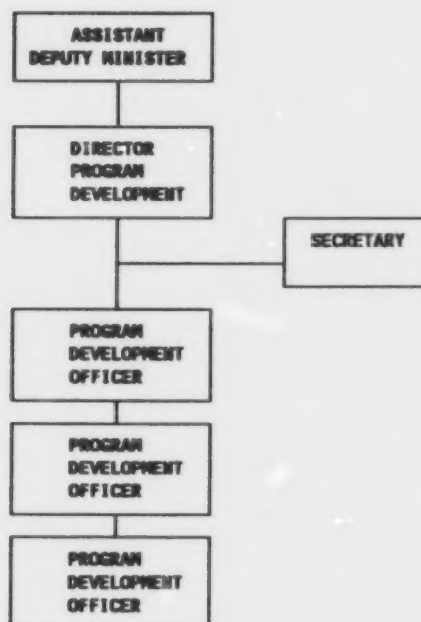
NORTHWEST TERRITORIES
CERTIFICATION AND STUDENT ASSISTANCE DIVISION



NORTHWEST TERRITORIES

ADVANCED EDUCATION

PROGRAM DEVELOPMENT SECTION



BRITISH COLUMBIA

BRITISH COLUMBIA

Jurisdictional Overview

In British Columbia the Ministry of Advanced Education and Job Training is provincially responsible for labour market issues and post-secondary education. The Ministry chairs the provincial Deputy Ministers' Committee on Employment and Training which includes a membership of the Ministries of Education, Social Services and Housing, Forests and Lands, Environment and Parks, Tourism, Recreation and Culture, Provincial Secretary and Government Services; and Finance and Corporate Relations, and is the lead ministry in all related services.

As well, the Ministry co-ordinates the provincial job training and job creation programs and administers the apprenticeship training program.

The Ministry is composed of the following divisions:

A. UNIVERSITIES, COLLEGES AND INSTITUTES DIVISION

The Universities, Colleges and Institutes Division is comprised of a Programs Branch, a Funding and Analysis Branch, an Access Programs Branch and a Policy, Planning and Legislation Branch. The Division represents the universities with other government ministries and agencies and makes recommendations for budget submissions and educational and capital plans. It is responsible for the co-ordination of public post-secondary institutional education and training. The colleges and institutes which provide technical training in British Columbia are established as Crown Corporations and have Boards of Governors.

B. POLICY, PLANNING AND LEGISLATION UNIT

Policy analysis development, and articulation on Ministry-wide issues, legislation and Federal-Provincial coordination.

The Unit provides support to all divisions by providing assistance with legislation, coordinating Federal-Provincial materials, drafting Orders in Council, and assisting with policy and planning.

C. SCIENCE AND TECHNOLOGY DIVISION

The Science and Technology Division is responsible for the development and delivery of provincial science and technology policy and programs. The Division provides co-ordination and leadership to agencies and activities in the science and technology community. The Division functions as a catalyst both evaluating and funding initiatives.

D. WOMEN'S SECRETARIAT

The Women's Secretariat co-ordinates all government initiatives related to women and ensures that issues affecting women are represented at the most senior levels of government. The Women's Secretariat has a mandate to ensure that women are full and equal partners in the social and economic life of the Province. To fulfill this mandate, the Secretariat plays a leadership, monitoring, co-ordinating and consultative role on all issues affecting women in British Columbia.

E. JOB TRAINING DIVISION

The Job Training Division is responsible for the development and co-ordination of job creation and job training programs in British Columbia. A major thrust in the Division's service delivery strategy, is the Training and Enterprise Centre Network through which their programs are delivered on a regional basis.

The following training and employment programs were available in 1988-89 through the Ministry of Advanced Education and Job Training, Job Training Division.

- a) The Training Opportunities Program provides funds to employers seeking to improve their workforce by increasing training or creating a new position in their organization. The program is designed to assist women seeking employment in non-traditional occupations, recent post-secondary graduates, disabled persons seeking employment and training opportunities, and displaced workers who are unemployed as a result of new technologies. The program provides wage subsidies and financial assistance for training activities or worksite modifications. The budget for 1988-89 was \$2,500,000.
- b) The Apprenticeship Training programs provide technical training in approximately 60 major trade areas. Individuals receive technical training through public post-secondary and registered private training institutions which complements the practical on-the-job experience they obtain from their employers. The 1988-89 budget was \$350,000.
- c) The Upgrading and Retraining program develops and increases the skills, knowledge and proficiency of individuals in the work force, particularly in areas of technological change. The budget for 1988-89 was \$1,500.
- d) The Remedial and Special Training for Apprentices program provides indentured apprentices with additional training not available through their normal course of technical training. The 1988-89 budget was \$150,000.

- e) The Challenge '88 program targets youth and students during the summer months, providing an estimated 6,100 youths with summer jobs in the business and agriculture sectors, post-secondary institutions, museums and tourist information centres. The total 1988-89 budget for these programs was \$10,000,000. In addition, under the Student Loan Venture Program, students are eligible for interest free, repayable loans to operate six month summer businesses. This amounted to \$190,000 in 1988-89.
- f) The Training Program for Disabled Persons programs provide persons with disabilities with employment and on-the-job practically oriented training in the public sector including the provincial government. In addition, employers may be reimbursed for the purchases of technical aids and work-site modification. The 1988 costs of these programs was \$750,000.
- g) The Vocational Rehabilitation Service assists persons with disabilities with assessment, counselling, vocational training, including formal theoretical education and practical on-the-job experience, placement, technical.
- h) The Venture Loan program enables income assistance recipients to obtain loans in respect of developing and operating their own businesses. Welfare recipients who successfully complete an entrepreneurial training course, may be eligible to obtain repayable loans to start their own full-time businesses. The 1988 budget was \$190,000.
- i) The Training Investment Program is designed to assist employers through the development of their human resources. Consultative Support and Planning are available for developing training plans and evaluating proposed training strategies. The program will provide up to 60%, to a maximum of \$50,000 to eligible employers to cost-share eligible training costs. It also provides \$3,000 for worksite modifications to facilitate the employment and training of persons with disabilities, or women entering non-traditional occupations. This is a new program--no budget expenditures were made in 1988-89.

F. THE LABOUR MARKET POLICY BRANCH

The Labour Market Policy Branch is the lead labour market department for the ministry.

Organization and Structure

The Labour Market Policy Branch currently consists of seven FTEs: a Director, a Manager, a Provincial Co-ordinator of Vocational Rehabilitation of Disabled Persons (VRDP), two Policy Analysts and two support staff. The Director reports to the Assistant Deputy Minister of Job Training, Apprenticeship and

Labour Market Policy Division. The Branch also currently has four temporary staff through contracts and secondment.

Mandate and Responsibilities

The mandate of the Labour Market Policy Branch is to support the Ministry of Advanced Education and Job Training's mission to determine and address the labour market requirements of British Columbia through research, analysis, and policy development; federal-provincial negotiations; and data collection, analysis and dissemination. Its mandate also includes provincial responsibility for co-ordination, negotiation and administration of the Canada-B.C. VRDP and Alcohol and Drug Treatment and Rehabilitation (ADTR) Agreements and cost-sharing under the Agreements; and policy analysis and development concerning vocational rehabilitation of disabled persons.

- Supporting Ministry participation in both Federal-Provincial Labour Market and VRDP Ministers', Deputy Ministers' and Senior Officials' committee meetings and activities.
- Supporting and participating in the Administration and negotiation of federal-provincial agreements on Training, VRDP, Immigration, Program for Older Worker Adjustment, and ADTR.
- Representing the Ministry on several steering committees and working groups on interministry co-ordination of policy (e.g., International Trade, VRDP, Immigration, etc.);
- Identification and analysis of present and projected British Columbia labour market trends and issues, including ongoing synthesis, analysis and dissemination of labour market data and information;
- Policy development on key labour market and vocational rehabilitation issues such as youth in the labour market, women in training, adjustment, federal-provincial fiscal arrangements for disabled persons, supported employment, industry-based training, apprenticeship, literacy in the workplace, etc.; and
- Consultation on labour market and vocational rehabilitation issues with private sector, voluntary and community agencies.

MINISTRY OF SOCIAL SERVICES AND HOUSING

Serving the needs of employable social assistance recipients (SARs), the Ministry of Social Services and Housing is responsible for the following employment and training programs:

Employment Plus:

- i) Employment Opportunity Program - wage subsidies to employers providing income assistance recipients with employment and on-the job practically oriented training in the public and private sectors to enable them to develop skills which will assist them in entering the work force. 1988-89 budget was \$9.0 million.
- ii) Community/Tourism Employment Training Program - Provides a full wage reimbursement to non-profit organizations providing employment and training opportunities for income assistance recipients, in tourism and community development projects. The budget for 1988-89 was \$4.0 million.
- iii) Environment Youth Program - Provides a full wage reimbursement to contractors hiring income assistance recipients to work on projects which enhance the environment, improve fish and wildlife habitats and provide park information and improvements. The budget for 1988-89 was \$2.0 million.

Forestry Enhancement Program - Provides a full wage reimbursement to silviculture contractors providing employment to income assistance recipients in respect of diverse Ministry of Forests and Lands projects such as reforestation.

LEGISLATION

Apprenticeship Act (1979)

The Apprenticeship Act empowers the Ministry of Advanced Education and Job Training to establish training, job creation and apprenticeship programs. In addition, the Minister has responsibility for immigration and trade schools. For the purpose of carrying out the responsibilities under the Apprenticeship Act, the Minister may enter into agreements with other levels of government, employers, individuals, etc. The Act also allows for the establishment of a Provincial Apprenticeship and Training Board reporting to the Minister.

College and Institute Act (1970)

The College and Institute Act empowers the Minister of Advanced Education and Job Training to establish policies and directions for public post-secondary institutional education and training in British Columbia.

Vocational Rehabilitation of Disabled Persons Act (VRDP) (1961)

Under this Act, the federal government enters into agreements with the provinces to share 50 percent of eligible costs incurred in the provision of vocational rehabilitation services.

BRITISH COLUMBIA

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION (\$ million)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Ministry of Advanced Education and Job Training, and Ministry Responsible for Science and Technology					
Challenge '88 - Summer Employment Program	10.0	6,100	19	Students - at least 15 years old; youth - 15 to 24 years.	Complements federal programs; provides wage subsidies to employers (including business, agricultural operations, non-profit organizations, tourism information centres and post-secondary institutions)
Student Venture Loan Program	.190	259	26	Students who will be returning to full-time school.	Provides interest-free loans to enable students to develop and operate their own summer businesses.
Training Program for Disabled Persons	.750	110	26	Disabled persons who are job ready, independent and capable of regular work.	Wage subsidies to private sector employers, additional funds to facilitate necessary work-site modifications.

BRITISH COLUMBIA

PROGRAM INVENTORY 1) DIRECT JOB CREATION

<u>PROGRAM</u>	<u>1986/89 ALLOCATION (\$ million)</u>	<u>TARGET JOBS/ SPACES</u>	<u>MAXIMUM DURATION (WEEKS)</u>	<u>TARGET POPULATION</u>	<u>DESCRIPTION/COMMENTS</u>
Personal Placement Program	.750	55	26	Disabled persons who are not yet job ready and who require opportunities to gain practical experience which will assist them in obtaining gainful employment.	Special project positions are created within provincial ministries and agencies; full wage and benefit costs are provided.
Training Opportunities Program	2.550	130	26	Women entering non-traditional occupations, disabled persons, recent graduates securing first time employment in their graduating discipline; unemployed workers displaced from their previous employment by technological change.	Wage subsidies to employers; additional funds available to facilitate training of staff and/or development of human resource initiative within the employer's organization; additional funds available to facilitate necessary work-site modifications.

BRITISH COLUMBIA

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION (\$ million)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
<u>Ministry of Social Services and Housing</u>					
<u>Employment Plus:</u>					
1. Employment Opportunity Program	9.0	2,000	52	Employable income assistance recipients	Wage subsidies to public and private sector employers.
2. Community Tourism Employment Training Program	4.0	550	26	Employable income assistance recipients.	Full wage subsidy to non-profit societies administering community tourism development projects.
3. Environment Youth Program	2.0	170	26	Income assistance recipients aged 17-24	Full wage subsidy to contractor administering park enhancement projects.
<u>Ministry of Forests</u>					
Forestry Enhancement Program	-	-	26	Employable income assistance recipients.	Full wage subsidy to private silviculture contractors undertaking forestry enhancement work.

BRITISH COLUMBIA

PROGRAM INVENTORY 2) TRAINING PROGRAMS

PROGRAM	1988/89 ALLOCATION (\$ million)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Ministry of Advanced Education and Job Training and Ministry Responsible for Science and Technology					
Training Investment Program	(announced January/89 - no commitments made before March 31, 1989)	-	52	New and existing employees requiring training or upgrading.	Funding available to cost-share with employers their costs of developing and implementing long-range training strategies within their organizations.
Apprenticeship Prescribed Technical Training Classes	.350	240	8	Apprentices registered in approximately 60 major trade areas.	Attendance is prescribed and expenditures are cost-shared with the federal government; classes are delivered in public institutions and private training institutions; classes complement the practical on- the-job training obtained from employed work experience.
Remedial and Special Training	.150	590	3	Registered apprentices required additional training in specific areas related to technical training difficulties and/or individual specialized employment.	Training is usually purchased from public institutions and is attended on a part-time basis.

BRITISH COLUMBIA

PROGRAM INVENTORY 2) TRAINING PROGRAMS

PROGRAM	1988/89 ALLOCATION (\$ million)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
General Journeyman Upgrading and Retraining	1.500	5,200	3	Skilled trade journeymen and others in the work force who require training in areas of technological change and/or an increase in skills, knowledge and proficiency, to enhance certification and/or employment prospects.	Funding provided to organizations desiring to deliver upgrading courses through public or private institutions.
Vocational Rehabilitation Services	3.500	1,900	40	Physically or mentally disabled persons who require vocationally oriented training in order to become gainfully employed.	Services include tuition subsidy, restorative devices, technical aids, books and supplies, maintenance and travel allowances, assessment, counselling and job placement assistance to clients and financial support to various community agencies.
Industrial Adjustment Services	.050	-	-	Terminated, laid-off, or displaced workers; employees at risk of termination; employers, unions, associations, businesses and industries.	Accessing various programs which assist in upgrading skills, knowledge and proficiency; federal/provincial/employer/employee committees assist workers to maintain attachment to or re-enter the work force.

BRITISH COLUMBIA

PROGRAM INVENTORY 2) TRAINING PROGRAMS

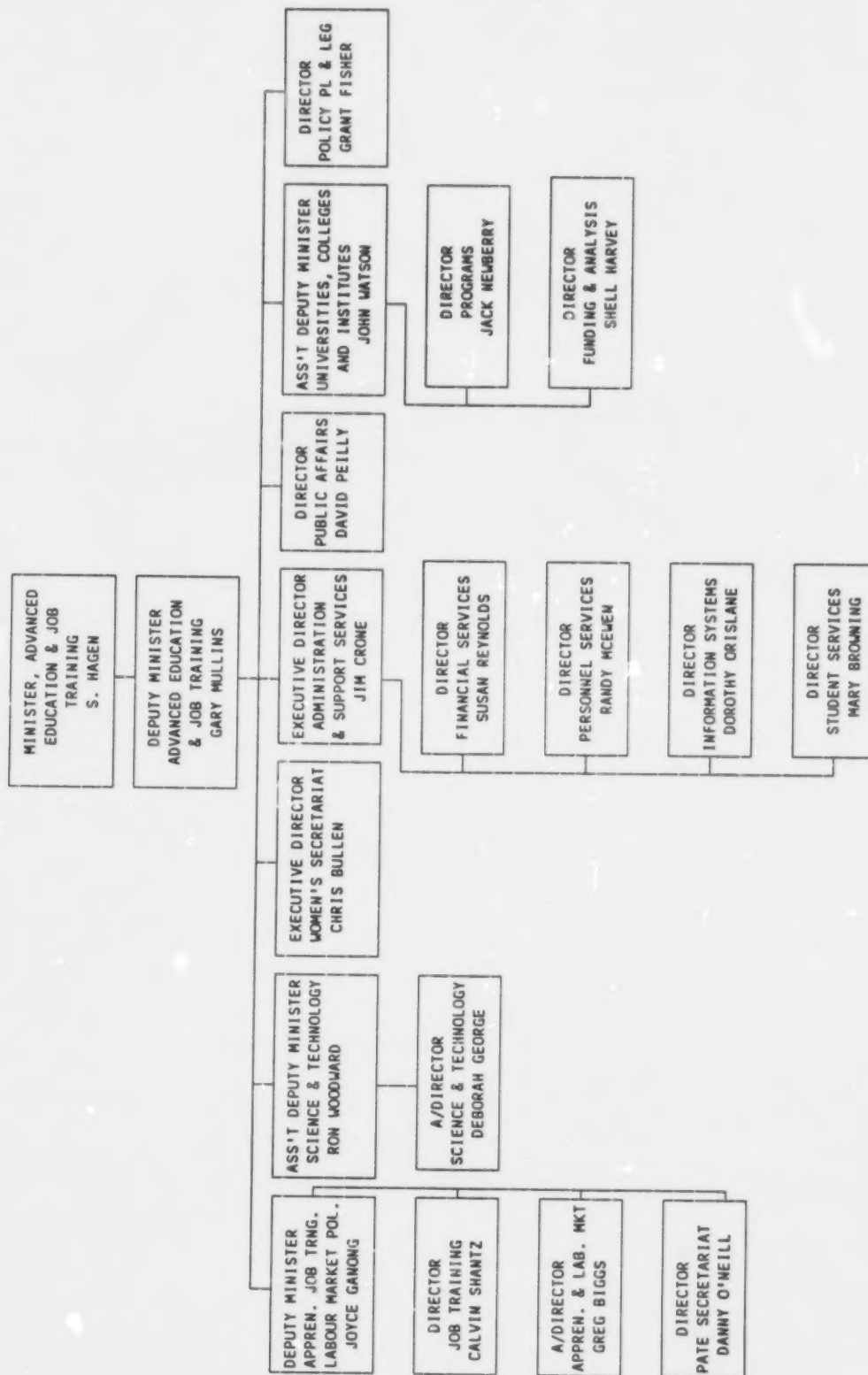
PROGRAM	1988/89 ALLOCATION (\$ million)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
<u>Canada/B.C. Agreement on Training</u>					
a) Direct Purchases (Public and Private) of which apprenticeship was	34.8				
b) Indirect Purchases Public Private	9.0 4.2 7.6				
<u>Ministry of Social Services and Housing</u>					
<u>Training and Education</u>					
			156	Income assistance recipients.	Provinces the payment of costs related to educational and vocational training programs designed to prepare an income assistance recipient for employment.
				Income assistance recipients.	Life skills training educational upgrading, counselling and work experience to enhance a participant's chances of obtaining employment.
<u>Work Activity Projects</u>					
			8	Job ready, employable income assistance recipients.	Effective job funding techniques.
<u>Job Action Program</u>					

BRITISH COLUMBIA

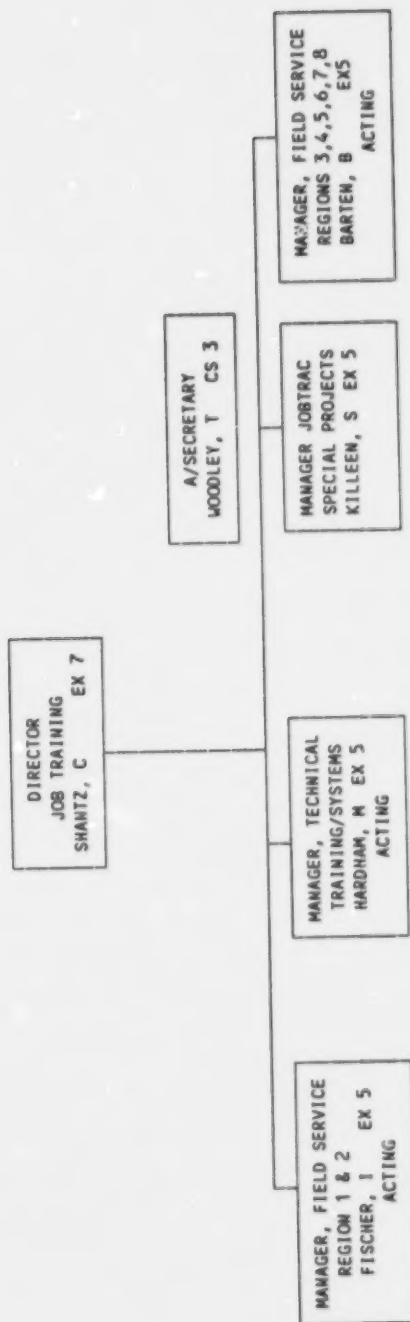
RESEARCH PROJECTS/STUDIES (1988-89)

PROJECT TITLE	DESCRIPTION	COMPLETION DATE	CONTACTS
a) Task Force on Employment and Training	To review and provide recommendations on key short-term labour market issues, and recommend long-term strategies to facilitate adjustment, increase employment and assist the structurally unemployed.	1991	Labour Market Policy Branch, Ministry of Advanced Education and Job Training.
b) Labour Market Information System (LMIS)	The development of an information system to provide assessment of emerging occupational imbalances, changes in labour market conditions, up-to-date information on target groups, and skilled labour requirements.	September, 1989	LMPB/MAEJT
c) Skills Development Strategy	An Advisory Committee made up of major skills development stakeholders to provide recommendations on enhancing access to and participating in skills development.	Proposals for new initiatives by October, 1989, for funding.	LMPB/MAEJT
d) Disabled Labour Force Participation Study	To identify the nature and extent of labour force participation and employment of persons with disabilities. Two phase project: 1) Design Phase, followed by 2) a two year pilot project using one or two models.	Design Phase Completion by October, 1989.	LMPB/MAEJT
e) Job Futures	Systematic effort to describe the job content of jobs available in B.C., including personal and training requirements as well as a forecast of occupational requirements through 1995.	May, 1989	LMPB/MAEJT
f) Canada-British Columbia Training Agreement; Equity Sub-Committee	Joint Federal/Provincial initiative to develop an Equity in Apprenticeship Action Plan, designed to increase the participation of target groups in apprenticeship.	January, 1990	LMPB/MAEJT
g) Kootenay Development Region Human Resource Study	To determine the present and near future supply of employer demand for skills and qualifications in the Kootenay Region and to translate these into implications for the acquisition, utilization and development of Region's workforce.	October, 1988	LMPB/MAEJT
h) VRDP Appeal Process	The development of an Appeal Mechanism for all VRDP-cost-shared programs, concerning a client's eligibility for goods and services.	January 1, 1990	LMPB/MAEJT

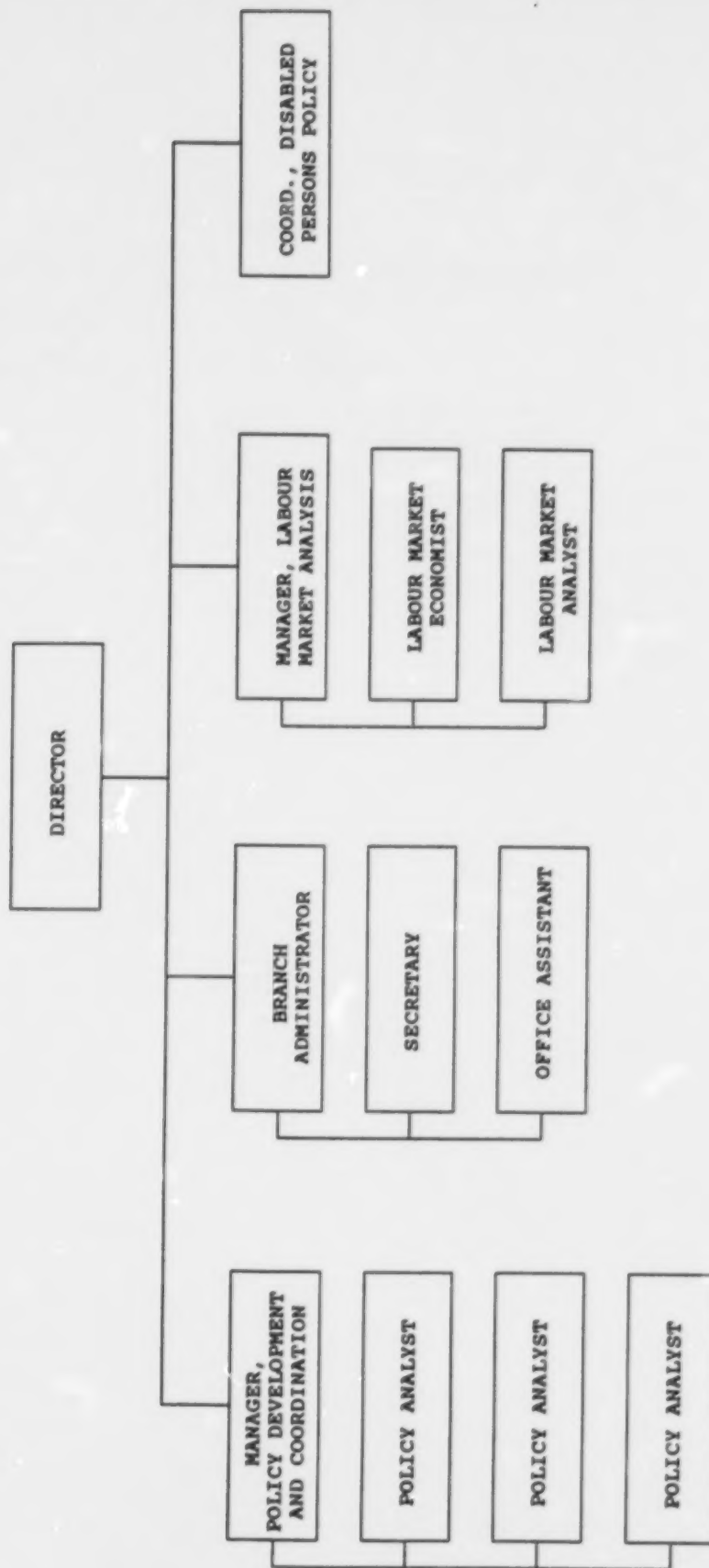
MINISTER OF ADVANCED EDUCATION AND JOB TRAINING
AND MINISTRY RESPONSIBLE FOR SCIENCE AND TECHNOLOGY



JOB TRAINING BRANCH



ATTACHMENT "A"
ORGANIZATION CHART (DRAFT)
LABOUR MARKET POLICY BRANCH



ALBERTA

ALBERTA

Jurisdictional Overview

Within the Alberta Government, lead responsibility for the labour market rests with the Department of Career Development and Employment. Career Development and Employment facilitates the development and maintenance of an appropriately skilled labour force by operating employment, training, mobility and other human resource development programs and services; by influencing programs and services offered by other Government departments, orders of government and the private sector; and by encouraging the development of an environment conducive to the creation of employment opportunities. The Department of Career Development and Employment attempts to develop and maintain the highest possible levels of employment in the Province, and serves as a critical link between the Government's economic and social policy areas.

The Department of Career Development and Employment is divided into the following four divisions:

1. Policy and Program Development

This division is responsible for ensuring that the Department's training and employment programs respond to the needs of the provincial labour market and to Alberta's economic and social policies. The division takes a lead role for the department on program policy development, program design and development, the maintenance of program integrity, and the assessment of program objectives. The division is divided into four sectors: Apprenticeship and Trade Certification, Training and Employment Programs, Career Information, and Immigration and Settlement.

2. Labour Market Information and Planning

This division is responsible for providing a wide range of planning, research, information, and evaluation services to assist the department in developing and delivering its programs throughout the province. The division is divided into three branches: Labour Market Statistics, Labour Market Industry Analysis, and Labour Market Program Evaluation.

3. Field Services

This division is responsible for the delivery of departmental programs and services across the Province. The division is divided into three delivery regions: North, Central and South.

4. Finance and Administrative Services

This division co-ordinates and controls the development and operations of departmental support services including finance, personnel, communication, systems development, legislative and other administrative services. The division is divided into four branches: Communications, Finance, Personnel, and Administrative Services.

ALBERTA

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Alberta International Marketing Employment Program	\$1,000,000	38	104	Unemployed or underemployed post-secondary graduates	Provides salary subsidies and international travel grants to create full-time job and skill development opportunities in the field of international marketing.
Alberta Wage Subsidy Program	\$10,000,000	4,400	13	Unemployed Albertans	Provides wage subsidies for creation of new full-time positions or the retention of current employees who otherwise might be laid off.
Employment Skills Program	\$4,000,000	685	26	Social Assistance Recipients	Provides wage subsidies to create work experience projects to facilitate entry or re-entry into the labour market.
Priority Employment Program	\$14,000,000	3,135	17.33	Unemployed Albertans	Provides wage subsidy to create full-time positions during the winter months.

ALBERTA

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Quebec/Alberta Student Employment Exchange Program	\$ 200,000	40	13	Post-secondary students from Quebec and Alberta	Provides career/study work experience. Also provides the opportunity to experience the culture of the other province and to enhance second language skills.
Special Placement Work Experience	\$ 400,000	95	26	Physically, mentally and emotionally disabled or socially disadvantaged individuals living in the Edmonton area.	Provides wage subsidies to create work experience projects in provincial government departments.
Summer Temporary Employment Program	\$20,000,000	7,917	17.33	Students and unemployed Albertans.	Provides wage subsidies to create full-time jobs during the summer months.
Alberta Business and Community Development Program (discontinued May 10, 1989)	\$ 7,300,000	1,175	52	Unemployed Albertans	A project based employment program supporting business and community development.

ALBERTA

PROGRAM INVENTORY 2) TRAINING PROGRAM

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Opportunity Corps	\$ 5,113,265	685	52	Disadvantaged individuals who do not qualify for other government training programs.	Provides counselling, academic upgrading, training and work experience wages to individuals in selected communities, primarily in Northern Alberta.
Employment Alternatives Program	\$22,000,000	5,288	26	Social Assistance Recipients UIC Exhaustees	provides wage subsidies and a training allowance to employers who provide a full-time job.

ALBERTA

PROGRAM INVENTORY 2) TRAINING PROGRAMS

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Alberta Vocational Training					
A. Ad Hoc Programs					
1. Provincial Ad Hoc Programs	\$ 5,352,900	3,250	52	Programs for Prov. Depts., Post-Secondary Institutions	
2. Cost-shared Ad Hoc Programs	\$12,472,453	7,800	52	Federally Requested Programs	
3. Skilled Enhanced Ad Hoc Programs	\$ 3,000,000	1,900	52	Persons with Redundant Skills	
B. Student Assistance					
1. Disadvantages	\$20,286,655	13,000	52	Unemployed, unskilled persons	
2. Disabled (VRDP)	\$ 3,573,580	850	not limited	Persons with Redundant Skills	
3. Skilled Enhanced	\$ 2,000,000	350	52	Unemployed, disabled persons	
4. Private Vocational School	\$ 2,000,000	800	52	Unemployed persons	

ALBERTA

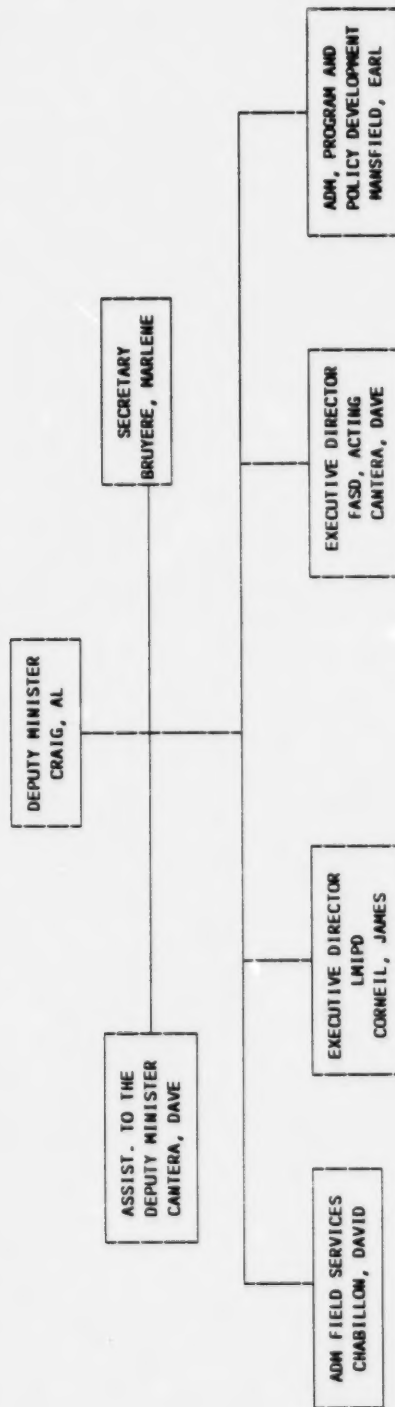
RESEARCH PROJECTS/STUDIES (1988-89)

<u>Project Title</u>	<u>Description</u>	<u>Completion Date</u>	<u>Contacts</u>
1. Study of the Need for a Comprehensive Training Data Base	The study will examine the need for a data-base that contains comprehensive information on trainers, training locations, training courses, sources of government funding, etc. The design of appropriate systems will also be considered. The study will look at Ontario's Skills Bank and B. C.'s Discovery Training Network.	September 30, 1989	Dan Coupal (403) 427-4630
2. Distance Delivery Training for Sales and Marketing Managers in the Hospitality/Tourism Industry	The study involved the development and delivery of a distance delivered training program for sales and marketing managers in the Hospitality/Tourism Industry. The curriculum that was developed may be augmented and further refined by the Alberta Tourism Education Council (403) 422-0781.	June 30, 1989	Dan Coupal (403) 427-4630
3. Offender Education and Training	A study of issues related to academic and vocational education and training needs of inmates of correctional facilities in Alberta.	September, 1988	Ken Smith (403) 422-0512
4. Whitecourt Learning Centre	Computer based learning system for Adult Academic Upgrading and Technical Skills Training.	2 year pilot to April, 1991.	Ken Smith (403) 422-0512

ALBERTA

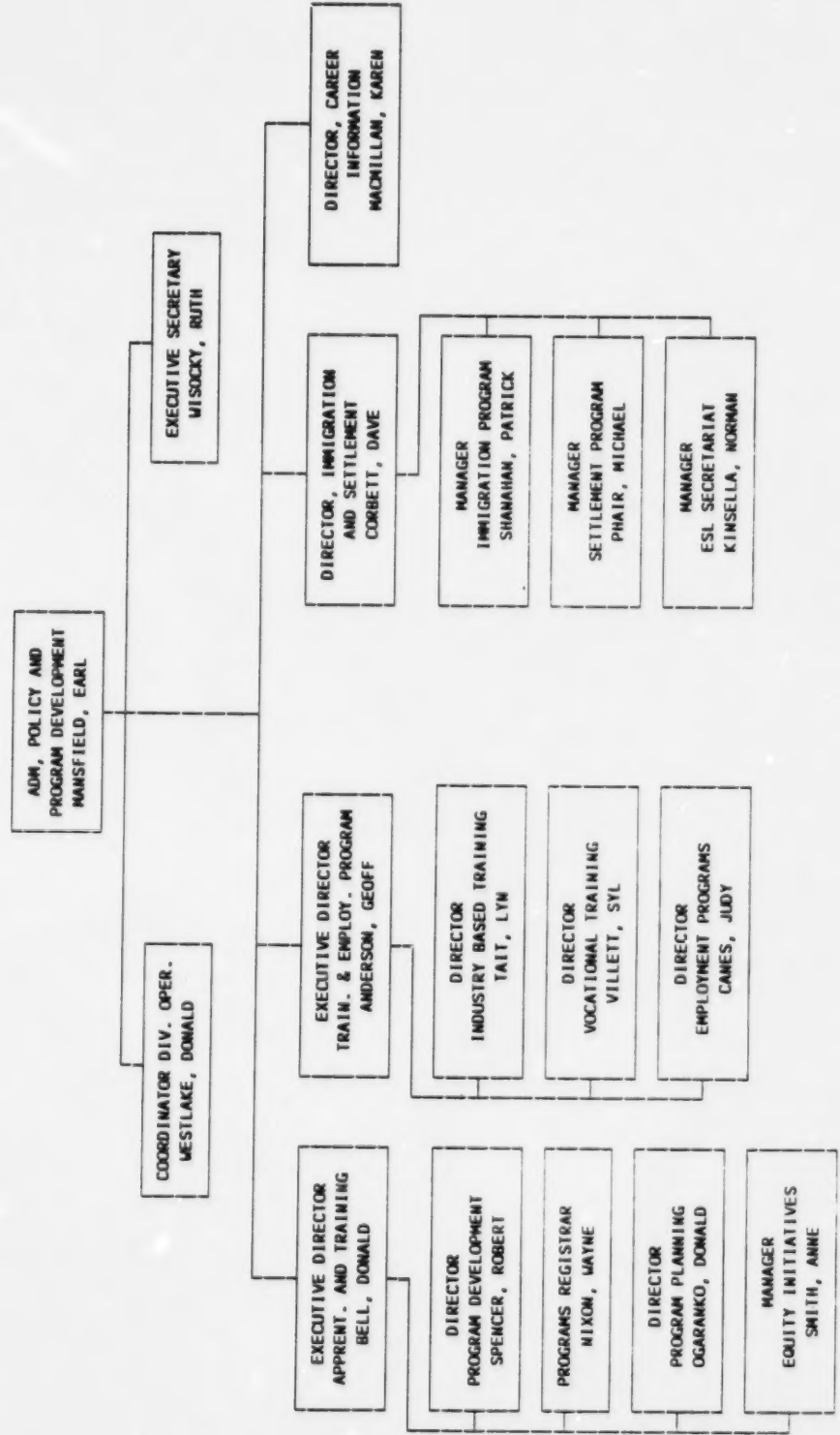
CAREER DEVELOPMENT AND EMPLOYMENT

DEPUTY MINISTER

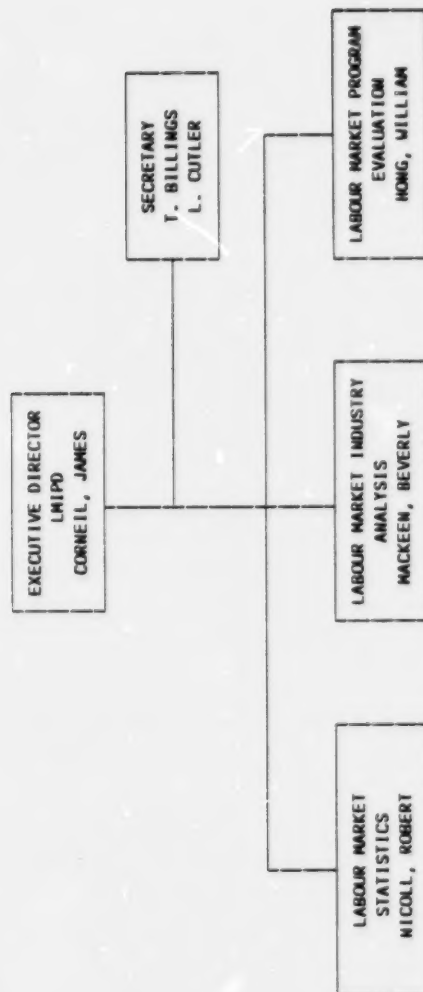


ALBERTA

POLICY AND PROGRAM DEVELOPMENT DIVISION



ALBERTA

LABOUR MARKET INFORMATION AND PLANNING DIVISION

SASKATCHEWAN

SASKATCHEWAN

Jurisdictional Overview

In Saskatchewan, labour market matters are a joint responsibility of the Department of Human Resources, Labour and Employment and the Department of Education. The Department of Human Resources, Labour and Employment was formed in February 1987 and assumed the labour market responsibilities of the disestablished Employment Development Agency. Similarly, the Department of Advanced Education and Manpower was merged into the Department of Education in May, 1987. Education then assumed the labour market responsibilities of the former Department of Advanced Education and Manpower.

A. HUMAN RESOURCES, LABOUR AND EMPLOYMENT

This department was formed to ensure that the employment needs of all Saskatchewan residents are addressed as our province continues its efforts to stimulate economic growth and diversification.

Specifically, the department is mandated to promote, develop, implement and enforce policies, programs and workplace related matters as employment opportunities and standards, health and safety in the workplace, labour-management relations, as well as certain pension plans in the province.

In addition, the department is mandated to co-ordinate, develop, promote and implement policies, programs and activities related to the labour market in Saskatchewan and to encourage full participation in the socio/economic life of the province by Indian and Native people, seniors, women, youth and persons with physical disabilities.

Within the Department of Human Resources, Labour and Employment, labour market and employment matters are the responsibility of the Employment Opportunities Branch. The branch designs, co-ordinates and implements policies and programs to maximize employment opportunities for Saskatchewan residents. The Youth Unit of the Employment Opportunities Branch is responsible for the administration and delivery of employment programs for Saskatchewan youth. The unit also provides assistance to employers who want to hire students during the summer. The Policy Unit compiles and evaluates labour market information and assists in the development of labour market policies and programs. The Policy Unit participates in federal-provincial/territorial forums and activities pertaining to labour market matters. The Employment Opportunities Branch is also responsible for maximizing the employment of Saskatchewan residents, especially target groups, on major projects.

B. EDUCATION

The department is responsible for administration and overall management of the K-12 and post-secondary system including training. In carrying out this mandate, the Department seeks to reinforce the role of adult education in furthering economic development, maximizing job opportunities, and responding to employer needs.

Apprenticeship and Trade Certification Branch

Key activities:

- . administer The Apprenticeship and Trade Certification Act;
- . develop, implement and promote the province's Apprenticeship and Trade Certification Program;
- . with the assistance of the Provincial Apprenticeship Board and the trade advisory boards, establish and develop standards and examinations for the certification of tradesmen and journeymen;
- . with the assistance of industry, identify trades which should be designated under the Act;
- . administer the Inter-Provincial Red Seal program and share the development of the program with the other provinces and territories;
- . ensure that Saskatchewan's tradesmen and apprentices are equipped with the necessary skills and knowledge required in the workplace to meet the present and future training needs of industry;
- . develop and administer the provincial tradesman upgrading and journeyman updating program; and
- . fulfil the province's responsibilities relating to the industrial training programs funded under the Canadian Jobs Strategy.

Training Programs Coordination Branch

Key activities:

- . co-ordinate training programs;
- . develop a comprehensive training plan for Saskatchewan;
- . negotiate and administer the Federal/Provincial Training Agreement to facilitate federal and provincial program co-ordination and to ensure maximum benefit and participation for Saskatchewan citizens;

- manage provincial and federal training programs to ensure support to training institutions and the efficient application of resources;

- administer the Private Vocational Schools Act and Regulations; and

- serve as the operational point for the department on matters related to immigration issues, persons with disabilities, social assistance recipients, Natives and Native organizations.

Policy and Planning Branch

Key activities:

Corporate Planning

- lead and co-ordinate planning activities for developing and implementing department-wide strategies for the post-secondary and K-12 systems.

Policy and Planning Branch

- conduct broadly based and forward looking policy-oriented research, with the objective of generating a range of policy proposals or options.

Evaluation and Surveys

- conduct assessments of post-secondary and K-12 educational programs and assist the department in developing program planning/evaluation processes. Conduct, analyze and publish surveys to monitor programs.

Environmental Scanning

- monitor and assess developments both within the education field and within the larger environment (economy, labour market, society) for their potential impact on Saskatchewan K-12 and post-secondary systems.

In particular, the branch annually conducts the following research and analyses:

- monitor the economic, social, demographic and labour market activities of the province which have implications for training and adult education; and

- conduct graduate student follow-up surveys to assess the employment experience of students and changes in labour supply and demand.

SASKATCHEWAN

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION (\$ million)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Saskatchewan Works (formerly the Saskatchewan Employment Development Program)	\$9,450,000	1,760	20-26	Social Assistance Recipients	Provides training and employment for persons who would otherwise be receiving social assistance. Wages, mandatory benefits and, under exceptional circumstances, project related overhead costs may be funded.
Vocational Rehabilitation for Disabled Persons**	\$2,156,000	800	-	Persons with a Disability	Assists persons to enter the work force by providing adult basic education and rehabilitative vocational training.
Native Career Development Program (NCDP)	\$ 610,000	600	52	Indian and Metis Peoples	Provides job training and employment placement activities. Training costs and wages are cost shared with the employer on a negotiated basis.

** This program (VRDP) provides both training and/or job creation opportunities for their clients.

SASKATCHEWAN

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION (\$ million)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
New Careers Corporation	\$3,600,000	105	52	Social Assistance Recipients	Provides individually designed programs of training and employment to assist social assistance recipients to become independent and participate in the labour market.
Opportunities '89	\$4,000,000	3,140	12	Students	Provides grants to employers to create career/study related and practical summer work experience for Saskatchewan high school and university students.
Farming to Win	\$ 220,000	1,200	8 days	Farmers	Trains farmers to become better financial managers. Course is given over 2 years: 4 days over 4 weeks in the first year and 4 days over 6 weeks in the second year.

SASKATCHEWAN

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (\$ million)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Saskatchewan Skills Extension Program (SSEP)	\$4,500,500	2,270	52	Adults living in rural and northern communities, with a focus on the non-sequential student.	Provides certified technical institute training programs to people in rural and smaller urban centres. Provides them with opportunities to participate in employment related training in or near their home communities.
Saskatchewan Skills Development Program (SSDP)	\$ 6,000,000	1850	52	Employable Social Assistance Recipients	Provides academic (Adult Basic Education) upgrading, institute certificates, non-credit certificate skill courses, life skills, occupational skills, job orientation, job readiness and pre-trades instruction.

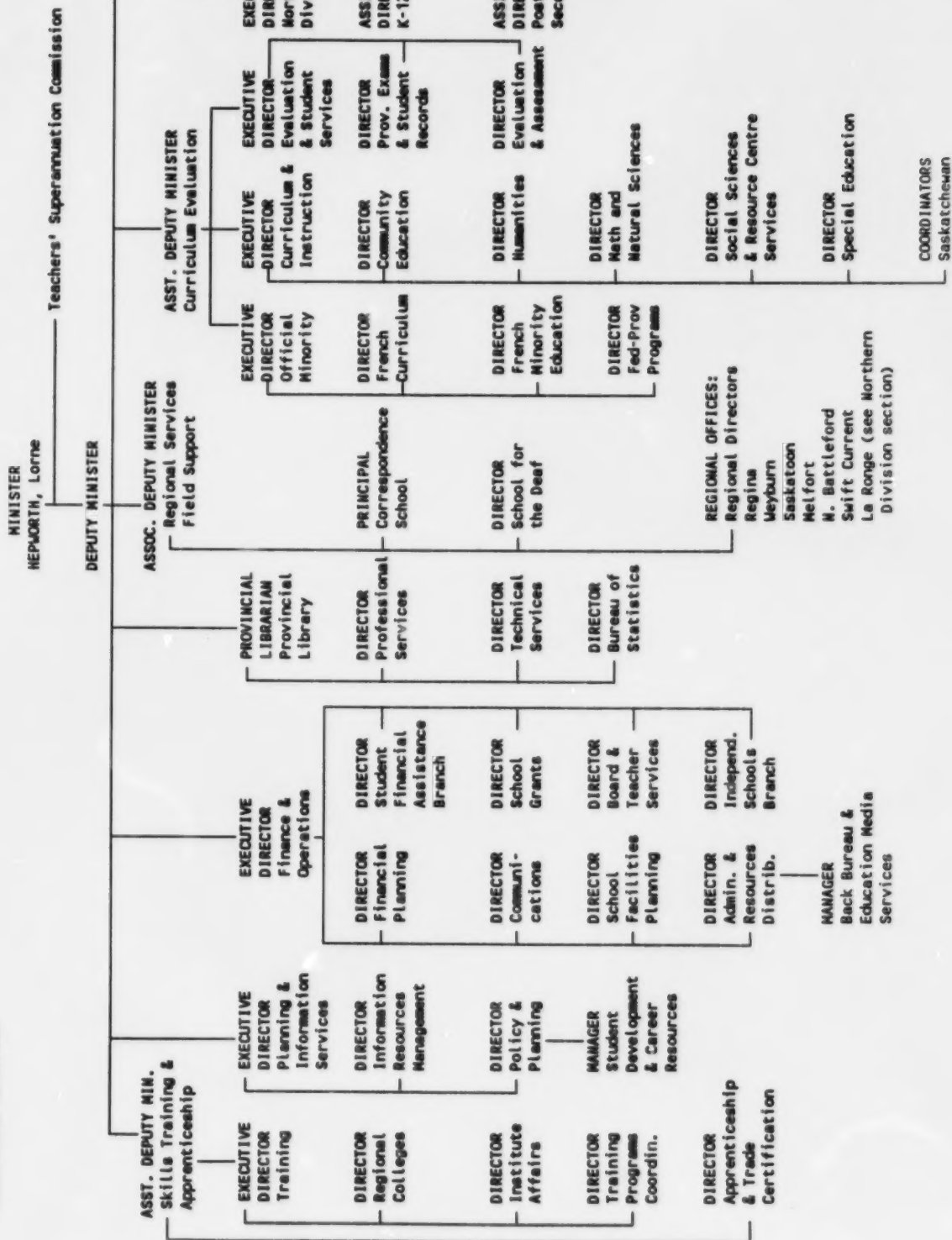
SASKATCHEWAN

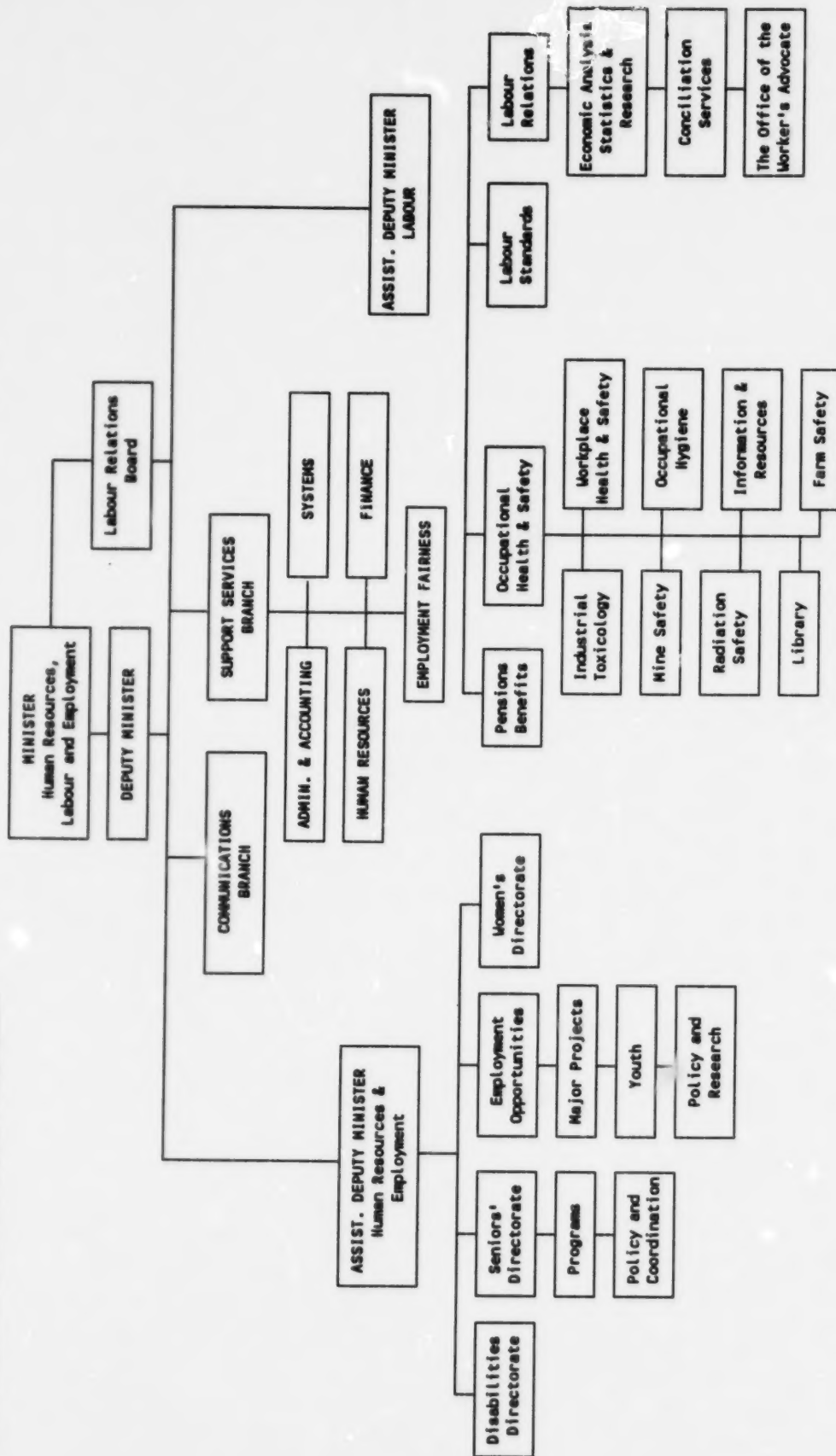
PROGRAM INVENTORY 2) TRAINING

PROGRAM	1985/89 ALLOCATION (\$ million)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Non-Status Indian and Metis Program (NSIM)	\$ 4,422,900	1,000	52	Non-Status Indian and Metis Adults	Provides academic upgrading, pretrades instruction, job readiness preparation, life skills, and occupation orientation jobs readiness and pre- trades instruction. The target spaces include full and part-time studies. Some full-time spaces are on continuous intake. Therefore, the number of students enrolled would more than double the number of spaces.
CJS Direct (Excl. Apprenticeship)	\$9,456,000	3000	52	CJS Criteria	
Apprenticeship and Trade Certification	\$4,664,000	52	Indentured Apprentices and Journeyman		

PROGRAM INVENTORY 2) TRAINING					
SASKATCHEWAN	PROGRAM	1988/89 ALLOCATION (\$ million)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION
	CJS Indirect	No specific allocation (The Agreement does not differentiate between direct vs indirect purchases)			
	Non-Sponsored ABE	\$ 580,000	200	52	Those requiring ABE and unable to gain sponsorship Northern Residents
	Northern Training Plan (NTP)	2,000,000			NTP offers two types of adult education courses: skill training and adult basic education. ABE students are eligible to apply for 100% remission of their related Saskatchewan Student Loans upon successful completion of their full-time study.
	Occupational English (EOL)	Federal Funding		20 weeks	Refugees Landed Immigrants Basic Occupational English instruction is offered at the beginner, intermediate and advanced levels.

SASKATCHEWAN EDUCATION





MANITOBA

MANITOBA

Jurisdictional Overview

A. General Organization of Labour Market Responsibilities in Manitoba

Responsibilities for labour market matters within Manitoba are shared between several departments and agencies. Lead responsibility for the labour market rests with Manitoba Employment Services and Economic Security. However, both Manitoba Education and Manitoba Labour play critical roles in more specific areas of training and job creation vitally important in the functioning of today's employment picture. Several additional agencies and provincial departments share in addressing labour market issues:

- Work Place Innovation Centre
- Northern Training and Employment Agency
- Women's Directorate
- Business Development and Tourism
- Agriculture
- Industry, Trade and Technology
- Northern Affairs
- Environment and Work Place Safety and Health

Attachment I contains detailed descriptions of the major participants' responsibilities.

B. Lead Department - Employment Services and Economic Security

Manitoba Employment Services and Economic Security was established in November 1983, combining two major functional areas - employment services and economic security - which had previously each been a part of a different department. The two areas were brought together in one department to achieve new policy and program linkages which stress the objective of seeking employment resolutions for persons forced to live on the resources of social assistance programs. While this is an important focus for the department, the range of its operations and services is quite broad.

- a) The Employment Services Division provides the focus for Manitoba's labour force management activities through: Leadership in developing provincial strategies and priorities with respect to training issues; co-ordination of the design and delivery of training programs; administration and delivery of programs promoting long-term as well as temporary employment growth; the facilitation of labour market adjustment; and the provision of assistance to immigrants to become settled and employed. Of particular interest, is the development of initiatives to promote new employment opportunities for social assistance recipients.

The Employment Services Division consists of a number of branches which carry out labour market responsibilities.

- Regional Employment Services - is responsible for co-ordinating and delivering departmental employment programming on a regional basis through Southern Employment Resources and Northern Employment Support Services. It is also responsible for the Human Resources Opportunity Program which offers a broad range of vocational counselling, referral and placement services, mainly for social assistance recipients. The Program is also linked with seven regional Human Resources Opportunity Centres which provide employment preparation experience to referral clients from the Program. The Single Parent Job Access Program for sole support parents on social assistance is delivered by the Centres.
- Employment Development and Youth Services - develops and implements employment programs for students, youth, disabled social assistance recipients and other unemployed persons encountering structural barriers to employment.
- This branch also provides a job referral/placement service for provincial government employment programs.
- Employment Training and Intergovernmental Relations - is responsible for the central management, administration and co-ordination of labour market programs to address problems such as labour implications of plant closures, layoffs, and technological change. This branch supervises the operation of the Selkirk Training Plant, the New Careers Program and Stevenson Aviation Technical Training Centre. Intergovernmental Relations is responsible for the co-ordination and negotiation of training strategies including the administration of the National Training Agreement.
- Immigration and Settlement - is responsible for the development of policies and programs which enable the provincial government to respond to issues related to immigration, demography, citizenship and settlement. This includes the delivery of "Program Recognition",

a wage subsidy program designed to assist immigrants with professional and technical qualifications to obtain jobs suited to their skills and to obtain Canadian accreditation.

- b) The Economic Security Division includes three major program areas; the Social Allowances Program - providing direct assistance to provincial clients and financial support to the municipal social assistance system; the Child Related Income Support Program - providing supplementary payment to low income families with children; and the 55 Plus Program - which provides a quarterly supplement to low income pensioners. No employment or training programs are operated within this division.

ATTACHMENT I**OTHER DEPARTMENTS AND AGENCIES
WITH
LABOUR MARKET RESPONSIBILITIES**

MANITOBA EDUCATION

The Department of Education contains a Post-Secondary, Adult and Continuing Education (PACE) Division, comprising the three Manitoba Community Colleges, the Post-Secondary Career Development Branch, the Adult and Continuing Education Branch, the Core Area Training and Employment Agency, the Student Aid Branch as well as a branch responsible for administration and finance. The Division develops, implements and delivers a broad range of educational and training services including job training/re-training and academic upgrading programs in the Province. Branches with specific labour market responsibilities are described as follows:

- Community Colleges

The three Manitoba Community Colleges (Assiniboine Community College in Brandon, Keewatin Community College in The Pas and Red River Community College in Winnipeg) deliver day and evening courses in trades, technologies, applied arts, business, health sciences and continuing education and upgrading to about 32-33,000 students annually including students sponsored under the National Training Act.

- Post-Secondary Career Development

This Branch is responsible for the development and operation of special programs to provide career opportunities for disadvantaged residents of the Province by creating access to Manitoba's post-secondary education and training institutions.

- Adult and Continuing Education

This Branch is responsible for the development, implementation, coordination, funding and monitoring of initiatives in adult education, adult English as a Second Language, adult literacy, and adult distance education, including liaison with relevant external delivery agencies.

- Core Area Training and Employment Agency

This is the educational component of the Canada/Manitoba/Winnipeg Core Area Initiative whereby training is provided to unemployed Core Area residents.

Student Aid Branch

The Branch administers the Manitoba Student Aid Program which provides supplementary financial assistance for educational purposes to any Manitoban whose finances are not adequate. The program combines two sources of financial assistance - Canada Student Loans and Manitoba Government Bursaries. The Mandate was expanded in 1984 to provide an overall integrated student support services function at post-secondary institutions.

The Curriculum Development and Implementation Branch of the Program Development and Support Services Division, albeit directing support toward the public school system (kindergarten to Grade 12), includes industrial and business programs within the Grades 10-12 curricula. Of special note has been the involvement of this Branch in the development of the South Winnipeg Technical Centre (jointly with PACE) which provides vocational programs to both secondary students and adults.

In April, 1984, the Minister of Education announced a new strategy for training in post-secondary education. The strategy comprised five very specific goals that relate directly to the mission of PACE.

They are:

- to develop adaptive and flexible training for new social and economic conditions;
- to develop and foster adult education;
- to develop an integrated success-based support system;
- to increase accessibility and equality of results;
- to enlarge the capacity to market the human and technological skills of the province.

Initiatives are broad-based and wide-ranging as they relate to the design, delivery and approach to post-secondary training.

MANITOBA LABOUR

While undertaking broad responsibilities for labour issues in the province, the Department includes two branches which focus more specifically on labour market matters.

- Apprenticeship Training Branch - is responsible for Apprenticeship training and trades certification. The Apprenticeship format for training plays a significant role in the development of skilled workers within the construction and industrial trades sectors. Certification provided for tradespersons extends the mobility of a skilled labour force in responding to changes in demand within the labour market. Both women and natives are currently targeted for increased participation in apprenticeship training.
- Research and Planning Branch - is responsible for planning, management and policy development within the department. In line with this, the Branch monitors and analyzes work place trends in labour-management relations. Priorities of the Research and Planning Branch include labour legislation and policy matters. The Research and Planning Branch has conducted a review of the Apprenticeship Training program as part of a joint Federal-Provincial study. Results from this study were used to determine funding for the 1988-89 fiscal year. Included in the study is a review of the effectiveness of the program, target group participation, costs of apprenticeship, training and relationship to the Canadian Jobs Strategy.

Other Branches of Manitoba Labour

- Mechanical and Engineering - is responsible for the administration of six Acts and associated Regulations dealing with general public safety through the inspection of equipment and licensing of tradespeople.
- Office of the Fire Commissioner - is responsible for administering Part II of the Fires Prevention Act, the Manitoba Fire Code, Fire Hose Couplings and Fittings and the Application of the Building and Mobile Homes Act. The Manitoba Fire College is responsible for training fire service personnel, government staff, personnel in care institutions and the insurance industry as well as delivering hazardous goods training throughout the province.
- Pension Commission - is responsible for the enforcement of pension standards and promoting the establishment, extension and improvement of pension plans.

- Employment Standards - is responsible for the administration and enforcement of six Acts and nine Regulations concerning minimum standards in such matters as minimum wage, hours of work, vacations, general holidays, wages and their payment, maternity leave, termination of employment and equal pay.
- Conciliation & Mediation Services - is responsible for promoting and maintaining harmonious labour-management relations in Manitoba through conciliation assistance and grievance mediation.
- Manitoba Labour Board - is responsible for accepting applications and adjudicating matters relating to the Labour Relations Act, Construction Industry Wages Act, Vacations with Pay Act, Work place Safety and Health Act, and Pay Equity Act.

NORTHERN TRAINING AND EMPLOYMENT AGENCY

On September 19, 1985, the Canada-Manitoba Limestone Project Employment and Training Agreement was signed creating a framework for consultation and co-operation to provide for employment services, employment support services and occupational training related to the construction of the Limestone Generating Station.

The seven year agreement provides for \$30 million in training to be carried out. The Government of Canada, through Employment and Immigration Canada and Indian and Northern Affairs Canada, will contribute up to \$18 million in direct training costs, with Manitoba contributing up to \$12 million in training support costs.

There are three systems for delivering training: Institutional Training, Simulated On-The-Job Training at Pipe Lake, and Community Based Training.

WOMEN'S DIRECTORATE

The Manitoba Women's Directorate performs a leadership role in assisting government departments, crown corporations, institutions, health facilities, the private sector and the community to reduce systemic discrimination and to increase equal opportunities for women. In this context, considerable emphasis is directed to the effective participation of women in the labour market. The Directorate co-ordinates the research, development, communication and evaluation of government programs, policies and legislation in order to ensure the enhancement of the status of women in the province.

MANITOBA**II. INVENTORY OF PROVINCIAL/TERRITORIAL PROGRAMS**

The information provided in the following tables was assembled from the 1987-88 Inventory of Labour market Programs and Services in Manitoba.

MANITOBA

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION (Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Volunteers in Public Service	\$0.106	Consultation to minimum of 30 branches/agencie s representing 12 departments. Placement of 85 volunteers.	Varies with each project from a few days to six months. Renewable if project is not completed before six months is up.	Placement activities: youth, students (Post-secondary and secondary) unemployed, disabled, visible minorities. Consultation activities: provincial government departments, branches, agencies.	Three Volunteer Program Consultants are employed to provide consultation and assistance to government departments/agencies/branches wishing to develop volunteer placements in government services.
M.B.A. Student Consulting Program	Student Temporary Employment Program (STEP) funds consultant salaries.	10 - 20 projects are usually handled each summer.	Runs for 14 weeks during the summer (normally from May to mid August).	To be eligible for consulting assistance under the M.B.A. Student Consulting Program a firm must: 1. be Manitoba owned; 2. employ not more than 75 employees; 3. generate not more than \$3 million sales; and 4. be located anywhere in Manitoba.	The M.B.A. (Master of Business Administration) Student Consulting Program has been designed to fulfill a two-fold purpose: 1. to benefit small and medium size business in Manitoba which would normally be unable to afford the services of business or management consulting firms and, 2. to provide a useful learning experience for the student consultants themselves. The program is jointly funded by Manitoba Business Development and Tourism and Manitoba Employment Services and Economic Security.

MANITOBA

PROGRAM INVENTORY: 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION (Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Manitoba Careerstart '88	\$5.861	4800 students/ youth	Average of 10 weeks per position	Employers: Business and community/non-profit organizations, and institutional organizations are eligible to apply. Employees: Full-time students 16 years of age and over and unemployed youth 16-24 years of age.	A program designed to create additional summer jobs for Manitoba's students and unemployed youth 16-24 years of age through wage assistance grants to eligible employers.
Student Temporary Employment Program (STEP)	\$1.1	465 students employed (including replacement s)	14 weeks maximum	Students enrolled in secondary and post-secondary education/training.	This program funds salaries of students employed for the summer within provincial government organizations. Positions approved under this program are primarily of a project nature, and fulfill a need to carry out unique short-term projects which in turn provide a career-related work experience for students.
Summer Employment- Departmental Budgeted	Included in individual departmental budgets	1100 jobs	Approximate ly 14 weeks	Students enrolled in secondary and post-secondary education/training.	Provincial government organizations have funds for summer hiring. Students hired into these short term, seasonal positions must be referred by the Job Opportunity Service of the Employment Development & Youth Services Branch.
Northern Youth Corps	0.659* 60% Federal 40% provincial under Northern Development Agreement (NDA)	520 jobs	6 weeks maximum	Northern youth, including students enrolled in post- secondary education and training.	The purpose of the program is the creation of employment opportunities for unemployed youth throughout Northern Manitoba during the summer. It offers youth the opportunity to gain a meaningful work experience on projects of a community improvement nature.

MANITOBA

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1986/89 ALLOCATION (Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Community College Training	\$48.7* + \$16.0**	Approximate ly 15,000 day students and 21,000 evening students	Varies with course of study up to 2 years.	Youth leaving the public school system, employed, unemployed and marginally employed youth and adults seeking training, retraining and academic upgrading.	Provision of institutional training for work skills, academic upgrading, language and work adjustment. Provision of institutional training for work skills, academic upgrading, language and work adjustment.
*Additional costs expended from appropri- ations of other prov. depts. (eg. Grants-in- Lieu of Taxes, Gov't. Services, etc.) \$16.8 recoverable from Fed. Gov't. under the Canadian Jobs Strategy (CJS)					
For Program Information contact:					
Assiniboine Community College Brandon 204-725-4530					
Keeswatin Community College The Pas 204-623-3416					
Red River Community College Winnipeg 204-632-2311					

MANITOBA

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (Weeks)	TARGET POPULATION	DESCRIPTION/COMMENTS
High School Vocational Industrial and Vocational Business Education	\$10.0 Vocational, Industrial, Industrial Arts, and \$0.600 for Vocational Business, including Categor- ical, replace- ment, and capital- ization grants.	6,000 (approx.) enrolled in Vocational Industrial, 16,000 in Business, 28,000 in Industrial Arts Programs.	Approx- imately three years	Youth - students enrolled in the public school system. This includes all age appropriate citizens of the province.	Provision of a wide variety of course credits in Vocational, Industrial and Business Education areas. Programs constitute groupings of course credits. Some programs are partially funded by the federal government under the Canadian Job Strategy.

PROGRAM INVENTORY 2) TRAINING						
MANITOBA	PROGRAM	1988/89 ALLOCATION (Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
	Universities	\$184.0 operating and capital grants support from Universities & Grants Commission	19,000 full-time students and 25,000 part-time students	Varies with faculty of study	Youth and Adults	Provision of grants for operating and capital funding to the Universities of Manitoba, Winnipeg, Brandon and College Universitaire de Saint-Boniface, to support and enhance existing undergraduate and postgraduate programs as well as specifically targeted funding for new programs and upgrading of services.
	Hospital Schools of Nursing			Varies with Course.		
	- Register Nurse Diploma	Included in the hospital's general operating budget.	Approx. 840 enrolled in first and second year; 315 graduates.		Youth/students leaving the public school system and adults/youth seeking training or retraining.	Diploma nursing education program leading to an R.N.
	- Licensed Practical Nursing Program	Included in the hospital's general operating budget.	Approx. 80 enrolled; 50 graduates from January '87 to January '88.		Youth and adults	Prepares licensed practical nurses to given comprehensive nursing care to selected patients under the direction of a registered nurse or medical doctor.
	- Registered Psychiatric Nurses Diploma	Included in the hospital's general operating budget.	119 enrolled; 30 graduates.		Youth and adults	Diploma nursing education program leading to R.P.N.

MANITOBA

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1989/89 ALLOCATION (Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Post-Secondary Career Development	\$15.23 total allocation includes \$4.72 in federal recoveries under the Northern Development Agreement (NDA).	761 enrolled; 128 graduates (including both funded and non- funded students)		Disadvantaged particularly northern Natives, inner city residents, and immigrants.	A variety of professional training and educational opportunities is provided through the universities and community colleges in the province. Areas of study available include: Education, Medicine and Health, Engineering, Social Work, Nursing, Civil and Electrical Technology. Program initiatives include: customized training for business and industry, community based agricultural training, cooperative education programs, pre-trades and pre-technology programs for women and ESL for Natives and Native students.
Post-Secondary Affirmative Action/ Career Access Program	Total allocation of approximately \$5.128, of which \$2.791 is recoverable under the Canadian Jobs Strategy	6435 enrolled; 138 graduates; 2551 enrolled in English Language Skills for Native Youth, and 2620 enrolled in community based agriculture training.	Many of the courses run for several years.	Agricultural producers, native and non-status students, women and adults seeking training and retraining.	
Manitoba Technical Training Centre	\$1.352 - 65% recoverable from Federal Government under Canadian Jobs Strategy	180 students	Varies by amount of upgrading required	Persons in business and industry requiring skill and knowledge upgrading.	Computer assisted training for employees of business and industry or unemployed under CEIC sponsorship. MTTC delivers re-entry training programs in cooperation with industry and under indirect funding through CJS.

MANITOBA

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
South Winnipeg Technical Centre	\$0.729 - \$0.7 recoverable from Federal Government under the Canadian Jobs Strategy.	300 Adults	Approx. 10 months	Adults seeking the necessary qualifications to enter or advance in occupations identified as being part of national or regional importance.	Training for adults students in a variety of vocational programs.
Basic Education Continuing Education Program	\$0.244	Approx. 1,000 courses, 10,000 enrollment	Varies by course of study from a few weeks to 2 years.	All adults	Part time programming for adult learners provide by school divisions and funded through grants from Adult and Continuing Education.
Professional Development and Pre- Service Training	\$0.026	10 courses 120 teachers enrolled	Runs on a workshop basis, time varies by topic.	Teachers in ESL systems.	Professional Development and Pre- service training for teachers in both institutionally based and non- institutionally based programs.
New Initiative Programming	\$0.175	75 programs 400 enrollment	Varies by participant community and topic.	See program description.	Community-based programs for low- education adults (literacy), disabled adults (physical, hearing impaired, mental, learning disabled), women, natives, seniors.
Distance Education Programming	\$0.852	50 courses 2,000 enrollment	Varies with course.	Manitobans who face barriers of distance and/or time in participating in educational activities.	Identification of needs, program development, piloting and support to course providers (universities, colleges, public schools, government and non-government organizations).

MANITOBA

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Manitoba Education Television (METV)	\$0.075	25,000 - 30,000 viewers per week; 300- 500 telecourse subscribers 540 schools are provided with videotapes.	Not applicable.	Adults learners and K-12 students; schools.	In cooperation with community colleges and Correspondence Branch, METV broadcasts programs on various subjects. Videotapes are made available to schools. Programs include telecourses on high school subjects, adult literacy, post- secondary subjects, and counselling for the unemployed.
Educational Technology Program	\$0.737	Upgrading of computer and technology related skills for 3000 teachers and admin- istrators.	Not applicable.	Educational institutions and educational support and service organizations.	Promotes and supports the implementation of educational technology in the K-12 school system in a joint industry-government initiative while promoting the development of an educational courseware industry within Manitoba. Recently, the mandate has been extended to include support and services to post-secondary institutions and adult learners in Manitoba.

MANITOBA

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Apprenticeship	\$0.946 plus in-school training costs. In-school portion of training costs are part of community college's budget and are fully recoverable under the Canadian Jobs Strategy. In addition, the cost of training is also borne by the employer and the apprentice.	3,479 active apprentices	Approx. 3-4 years.	Persons of at least 16 years of age who wish to train to a degree of full proficiency or a Journey person status.	Apprenticeship training enables individuals to become trained to the level of certified trades persons within designated trade areas. Opportunities are also provided for persons with experience and who satisfy certain conditions, to write qualifying exams for certificates of qualification in the designated trades. Licenses are issued and examinations are conducted in barbering, hairdressing, manicuring and beauty treatment trades. In-school training of apprentices is funded under an agreement with the Federal Government under CJS.
Employment and Training Core Area Initiative	\$3,000 funded by the province 25%, the city 25% and federal government 50%.	400 positions	Varies by type of training, from 12 weeks to 3 years.	Inner city disadvantaged.	To develop and identify jobs for Core Area residents who are unemployed, and to arrange and/or deliver training to those residents to enable them to obtain long-term employment. Programs are delivered through occupational and community based centres.

MANITOBA

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Human Resources Opportunity Centres	\$3.968 (Cost shared 50% under the Canada Assistance Plan)	1,305 partici- pants will be served during this year.	Varies according to time required to achieve employ- ability, generally less than a year.	Persons who demonstrate unusual or particularly complex social and vocational problems and, as a result, have difficulty in attaining and retaining employment. About 75% of persons served are on provincial or municipal social assistance.	The program provides an in-depth approach to dealing with problems, attitudes and poor work habits exhibited by the target groups through controlled work experience, special vocational, academic and social skills training. There are seven centres located at: Brandon, Winnipeg, Gimli, Dauphin, Portage la Prairie, Assiniboia and The Pas.
Manitoba Fire College	\$0.787	2,500 enrolled 150 courses and seminars 16 graduates from Certificate program.	From 3 days to 10 months.	Paid and volunteer fire- fighters from municipal fire departments, provincial, federal and municipal law enforcement agencies, employees of public and private corporations, and pre-employment students seeking employment in the fire services.	The College is a section of the Office of the Fire Commissioner and is affiliated with Assiniboine Community College. Provincial training standards are maintained and training programs in fire protection, rescue, dangerous goods, building inspection and emergency management are conducted. Training centres are located at Brandon, Winnipeg and Thompson. Course candidates include fire fighters, health care staff, hotel staff, industry and government personnel. Courses are provided within the college facilities and by extension throughout the province.

MANITOBA

PROGRAM INVESTMENT 2) TRAINING

PROGRAM	1988/89 ALLOCATION (MILLIONS)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
New Careers					
	South	South	Approx. 2 years	Disadvantaged adults with a history of unemployment and underemployment. A large proportion of clients are single parents, female and of Native ancestry.	An on-the-job training and education program providing an entry to jobs in the provincial civil service, publicly funded agencies and the private sector. Participants under the program may receive federal assistance under the CJS and DRIE.
	\$1,600	Grade 67			The program trains unemployed/underemployed/unskilled persons to a level of competency which enables them to obtain positions within the public or private sector of the labour market.
	North	Trainees 183			
	\$2,300	North			
	Total	Grade 80			
	\$3,900*	Trainees 194			

*Gross
operating
budget
before
federal
recovery
estimated
at
\$1.4 ISTC
\$0.5 CJS

The plant provides an initial 7 week
industrial life skills program
followed by 19 weeks of on-the-job
training in woodwork and metalwork
skills. Products are sold to
Manitoba government departments.

Individuals experiencing
severe difficulties in
obtaining and retaining
employment due to lack of
skills or experience.

26 weeks

105
trainees

Selkirk Training Plant

\$1,013
Gross
operating
budget
before
recovery of
\$0.281 in
sales to
other
provincial
and federal
depart-
ments.

MANITOBA

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (MILLIONS)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Stevenson Aviation Technical Training Centre	\$0.157 \$0.05 paid under the Canadian Jobs Strategy (CJS).	301 trainees	Varies with a maximum of approx. 9 weeks	Existing employees in the aviation industry requiring training and upgrading, and individuals commencing employment and entering the industry via apprenticeship training.	A cooperative venture with the aviation industry to provide training and upgrading for employees in the following: 1. Aircraft Mechanic (apprenticeship) 2. Upgrading and endorsement courses for qualified Aircraft Maintenance Engineers. 3. Flight Crew training.
Employability Enhancement for Social Assistance Recipients					By way of this two year Agreement, Canada and Manitoba jointly participate in the establishment of initiatives that will assist social assistance recipients to develop a more stable work force attachment. In 1988/89, the following initiatives were undertaken.
- Single Parent Job Access Program	3.4 Jointly funded (1.5 federal and 1.9 province)	New intake during year 554 plus 203 clients carried over from 1987/88	Maximum of 1 year.	Single parents in receipt of social assistance.	Provides counselling, placement and support to participants placed in pre-employment group programming and/or up to six months on-the-job work experience within private government or non-profit employer workplaces. During these placements, participants receive the minimum wage plus necessary costs of child care and initial work related expenses. Upon completing this programming, participants are assisted to enter regular employment or further skills training at a community college or university or on-the-job training. Delivered province-wide by the Human Resources Opportunity Centres.

MANITOBA

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1985/89 ALLOCATION (Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (Weeks)	TARGET POPULATION	DESCRIPTION/COMMENTS
Employability Enhancement for Social Assistance Recipients (continued)					
- Municipal/ Environmental/ Component	\$1,000 jointly funded (0.5 federal and 0.5 provincial/ municipal)	50 social assistance recipients	Municipal - 32 weeks maximum Environ- mental - 28 weeks max.	Unemployed employable social assistance recipients.	Provides employment for social assistance recipients on projects for a general community betterment nature, as well as forestry and environmental improvement projects in smaller remote communities. The Human Resources Opportunities Program provides supports and employment preparation programming.
Job Access for Young Adults	\$0.303 jointly funded by the federal and provincial governments	30 partici- pants	Varies by project. 40 weeks maximum.	Social Assistance Recipients, 18 to 24 years of age.	Job Access for Young Adults is a 40 week program which offers a combination of accredited post- secondary education and work experience with a private sector employer in one of six areas: Commercial Cooking, Autobody Repair, Auto/Diesel Mechanics, Industrial Mechanics, General Welding or Production Art Drafting. Counselling support is provided throughout the project to assist participants experiencing difficulties with the adjustment to school and the workplace.
Gateway	\$1,000	110 partici- pants	30 weeks maximum	Social assistance recipients with representation from single parents, disabled, youth and municipal components.	A 30 week training and employment program for social assistance recipients. The program combines 18 weeks of classroom instruction together with 12 weeks of on-the-job training, (leading to permanent employment).

MANITOBA

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Training for the Limestone Project	6.9 million gross budget for all contri- bution parties. Estimated federal contri- bution for 1988/89 will be \$1.9.	500 trainees	Varies by type of training	Northern residents	The NTEA's simulated and community based training activities are cost-shared by Manitoba and Canada through the Limestone Project Employment and Training Agreement. This agreement was signed on September 19, 1985, and in addition to facilitating the cost-sharing of Limestone training activities, it also established a framework for consultation and cooperation in the areas of employment services, employment support services and occupation training. The seven year agreement provides for \$30 million in cost-shared funding of Limestone training. The Government of Canada through Employment and Immigration Canada will contribute up to \$18 million in direct training costs; Manitoba will contribute up to \$12 million in training support costs. All instructional training costs are funded directly by the Province of Manitoba.

MANITOBA

PROGRAM INVENTORY 2) TRAINING

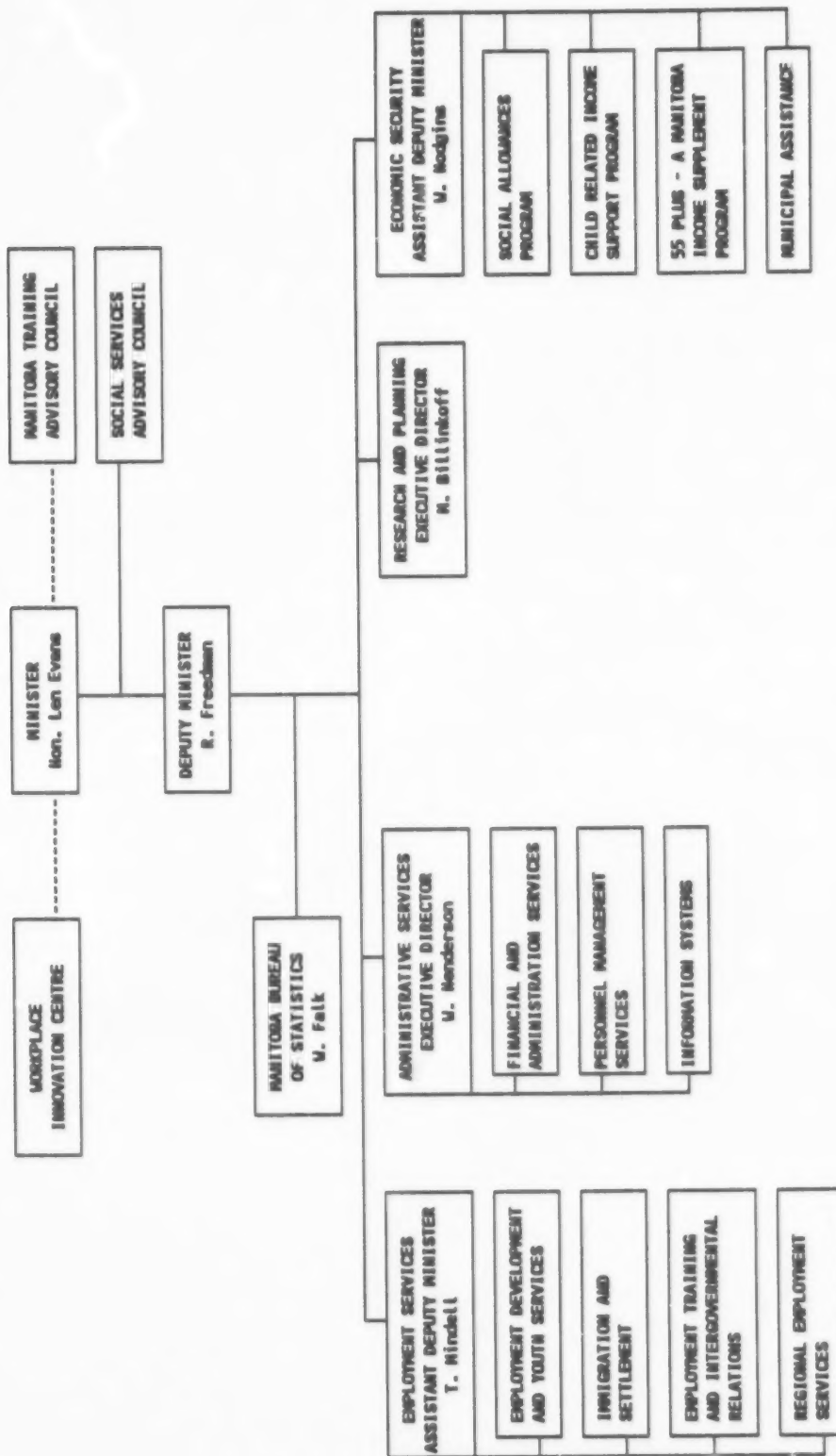
PROGRAM	1988/89 ALLOCATION (Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Job Training for Tomorrow	Cycle Two November 1987 to June 1988 \$5,400 wage assistance	Cycle Two November 1987 to June 1988 2000 employed (anticip- ated)	From 10 to 40 weeks maximum.	Business/Institutional organizational and community/non-profit groups; any unemployed Manitoban over 16 years of age. Special consideration is given to employers applying to hire a Special Needs individual, such as social assistance recipients, physically or mentally disabled immigrants, visible minorities. *Employers were eligible for additional incentives when they hire an employee age 55 years or older.	Job Training for Tomorrow is an on- the-job training initiative which focuses on the skills development of unemployed Manitobans. The program also emphasizes economic development in the Province by providing wage assistance to employers, to encourage the creation of incremental positions. Program Training Analysts assist employers in the development of comprehensive training plans designed to meet the needs of individual employees. In addition to the basic program, the Women in Non-Traditional or Technical Occupations Component was designed to encourage women to consider working in non-traditional occupations and to encourage employers to create training positions for women in non- traditional occupations.

MANITOBA

RESEARCH PROJECTS/STUDIES (1988-89)

<u>Project Title</u>	<u>Description</u>	<u>Completion Date</u>	<u>Contacts</u>
Inventory of Labour Market Programs and Services in Manitoba	A reference of major training, employment and labour market adjustment programs operated by the Province of Manitoba and the Government of Canada. The documents provides a general program description, identification of clients, planned investment in 1988/89 and anticipated output.	October, 1988	Research and Planning Branch, Employment Services and Economic Security, 611-330 Graham Avenue, Winnipeg, Manitoba R3C 4A5 Telephone: (204) 945-2310
High Demand Occupations in Manitoba	A joint Manitoba/Canada report identifying occupations which are currently in high demand and/or expected to be in high demand over the next two years.	September, 1988	Research and Planning Branch, Employment Services and Economic Security, 611-330 Graham Avenue, Winnipeg, Manitoba R3C 4A5 Telephone: (204) 945-2310
Manitoba Labour Market Information	A statistical report including the Labour Force Monthly Summary and Unemployment Insurance data.	Monthly	Research and Planning Branch, Employment Services and Economic Security, 611-330 Graham Avenue, Winnipeg, Manitoba R3C 4A5 Telephone: (204) 945-2310

EMPLOYMENT SERVICES AND ECONOMIC SECURITY



ONTARIO

ONTARIO

Jurisdictional Overview

ORGANIZATION OF LABOUR MARKET RESPONSIBILITIES IN ONTARIO

The Ministry of Skills Development has lead responsibility for labour market matters in the Province of Ontario. The creation of the Ministry, announced on March 22, 1985, reflected the urgent priority to consolidate the Government's extensive training, work experience and employment initiatives, to upgrade the capacity of the Government to respond to immediate and changing labour market needs, and to provide both a consistent public perspective on the Government's efforts and a single window in dealing with the federal government in this area.

The Ministry of Skills Development has established six goals to guide its efforts:

- i) to create a training culture in which life-long learning and adaptation to changing conditions are accepted as essential to enhancing the competitiveness of our economy;
- ii) to work with other groups to eliminate illiteracy in the province;
- iii) to give more individuals the skills needed to enter the labour force, to develop their ability to enter higher skilled occupations, and to adapt to the changing needs of a competitive economy;
- iv) to pursue a federal presence in labour market adjustment which complements our goals, and which includes training supports and allowances which will benefit all Canadians;
- v) to develop relevant expertise in the labour market and to market that expertise widely;
- vi) to help individuals move from dependence on social assistance to greater self-reliance.

Other Ontario Ministries also have certain labour market responsibilities. Following is a summary of the most important of these:

MINISTRY OF LABOUR

The Ministry of Labour is responsible for employment standards, collective bargaining, the rights of workers, and occupational health and safety. It also promotes policies that assist all members of the workforce to participate in the labour market. The

Ministry monitors large-scale plant closures and coordinates the delivery of counselling programs to assist those affected by such closures. The Ministry of Labour assumes responsibility for the Ontario Human Rights Commission and the Workers' Compensation Board.

MINISTRY OF COLLEGES AND UNIVERSITIES

The Ministry of Colleges and Universities is responsible for the overall administration of Ontario's 22 colleges of applied arts and technology. The network of colleges provides a wide range of institutional training programs for skill development and preparatory programs for graduates of secondary schools, adults, and unemployed persons referred to training by the federal government.

MINISTRY OF CITIZENSHIP

The Ministry of Citizenship offers programs related to settlement, orientation and language training of immigrants. It also provides resources to enhance the economic development of Ontario's Native communities.

MINISTRY OF TREASURY AND ECONOMICS

The Ministry of Treasury and Economics ensures that labour market programs are consistent with Ontario's overall economic development policies and goals.

MINISTRY OF COMMUNITY AND SOCIAL SERVICES

The Ministry of Community and Social Services provides a wide range of pre-employment and employment support services to the disabled and to social assistance recipients.

MINISTRY OF EDUCATION

Through the Ministry of Education, school boards offer a variety of courses for adults, including credit courses, adult basic literacy programs, and language classes.

ONTARIO WOMEN'S DIRECTORATE

The Directorate is responsible for developing and co-ordinating government policies on training, job creation and other employment related matters that will serve the needs of women.

ORGANIZATION OF THE MINISTRY OF SKILLS DEVELOPMENT

The Policy and Development Division provides support to the Deputy Minister and Senior Management in development and coordination of policy, strategic planning, resource allocation, management and program planning, evaluation of programs, negotiation and monitoring of federal training initiatives, inter-ministerial liaison and market research. The Division comprises four main groups:

- . Policy and Planning Branch
- . Federal-Provincial Relations Branch
- . Planning and Development Group
- . Labour Market Research Group

The Skills Training Division implements the Ministry's short and long-term, employer-based and pre-employment initiatives for adults. Within this Division, the **Training Support Services Branch** administers programs designed to support the employment training activities of business, industry and individuals. The Branch coordinates and administers Ontario's Training Strategy. In addition, it coordinates the Government's adult literacy programs. The **Apprenticeship Branch** administers long-term on-the-job industrial and business programs designed to assist employers and individuals to achieve their skills development goals and contribute to Ontario's economic growth. The **Youth Employment Services Branch** administers youth employment programs and operates a telephone Hotline which provides information to youth and employers.

The Communications and Marketing Branch provides communications support to the Minister, Deputy Minister and program branches.

The Finance and Administration Division provides corporate financial, personnel, audit and administrative support to the Ministry.

ONTARIO

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
<u>YOUTH PROGRAMS</u>					
Community Action Fund	\$.7M	26 projects	N/A	Youth aged 15-24	Under the leadership of Chambers of Commerce, business and local leaders develop community strategies to improve employment.
<u>FUTURES</u>					
	\$92.3M	32,253	52	Youths aged 16-24, and youth aged 14-15 enrolled in official early school-leaving programs.	Provides training, educational upgrading and work experience for hard-to-employ youth.
<u>Start-up:</u>					
a) Student Venture Capital	\$.9M	1,195 loans 1,412 students	16	Students over the age of 15 returning to school	Provides interest-free loans up to \$3,000 to students who wish to plan and operate their own summer business venture.
b) Youth Venture Capital	\$2.4M	998 loans 1,134 students	52	Youth aged 18-24 and out-of-school or aged 25-29 and have graduated from post-secondary educational institution within one year of application.	Provides young people with interest-free business start-up loans up to \$7,500.
Ontario Summer Employment Program (OSEP)	\$28.5M	51,750 positions 21,184 employers	27	Youth aged 15-24	Provides a wage subsidy of \$1.25 an hour to Ontario employers who hire additional students during the summer.
Summer Experience Program (SEP)	\$14.9M	7,400 students	19	Youth aged 15-24 returning to school	Provides summer jobs in government Ministries and associated organizations.

ONTARIO

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Youth Employment Counselling Centres	\$6.2M	56 centres	N/A	Unemployed youth	Non-profit community-based counselling agencies funded by Ontario and community sponsors.
Environment Youth Corps (EYC)	\$3M	754 positions	N/A	Non-government organizations such as environmental protection agencies, conservation authorities, tourist associations and naturalist groups. Municipal governments will also be eligible to participate in the program in 1989-90.	Funding for qualified organizations who hire young people to work on special projects which contribute to conservation, environmental protection and resource management. Young people learn on the job about environmental issues.
Ontario-Quebec Exchange Programs	\$6M	150	13	University students	Cultural exchange program for Quebec and Ontario students. Provides summer employment in government ministries.
Junior Rangers Program	\$5.6M	1,370	8	16 1/2 - 17 year old students	Summer employment at program camps in Ontario.
Student Training in Industrial Relations (STIR)	N/A	N/A	15	Students	Students are hired by the Ministry and placed in unions, companies and consulting firms.
Students in Personnel (SIP)	Part of M S D's Experience Program	31	114	Students	Students are hired by the Ministry and placed in personnel functions in both government and industry.

HUMAN RESOURCE SECRETARIATMINISTRY OF NATURAL RESOURCES

ONTARIO

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
<u>MINISTRY OF MUNICIPAL AFFAIRS</u>					
Involvement in Municipal Administration	\$.8M	335 students	N/A	Students (youth)	Provides practical work experience in finance, planning and administration.
Ontario Municipal Training Program	\$.3M	35 interns	104	Recent graduates	Provides internship positions for recent graduates with municipal governments.
Training Incentive Grant Program	\$.5M	350	N/A	Municipalities/ municipal employees	Provides access to educational and training opportunities for municipal practitioners.
<u>MINISTRY OF COMMUNITY AND SOCIAL SERVICES</u>					
Social Services Employment	*	1,100 clients	52	Social assistance recipients, single parents and disabled	Short-term work positions created in Canada Assistance Plan (CAP) eligible social service agencies at entry level.
Summer Part-Time Employment Experience	*	2,400 students	12 (summer) 40 (part-time)	Youth (students) dependents whose parents are on social assistance.	One-week counselling and job skills training, followed by placement in non-profit community organizations.
Youth Employment Preparation Program	\$1.2M	4,000 clients	N/A	Severely employment-disadvantaged youth under age 25.	Provides counselling and job search assistance while in receipt of government assistance.
Employment Support	\$14.1M	5,020 clients	N/A	Single parents on social assistance.	Provides counselling and job search assistance.

* (19.1M combined)

ONTARIO

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
MINISTRY OF SKILLS DEVELOPMENT					
<u>Canada/Ontario Agreement on Training:</u>					
Direct and Indirect Purchase under the Canada/Ontario Agreement on Training and Apprenticeship	\$161.0M (Canada)	4, 6, 5, 4, 2 (apprenticeship) N/A for other categories	-	Individual meeting and criteria of one of the CJS programs, National Training Act and Apprenticeship.	Training is purchased by Canada primarily from community colleges. Courses are to meet the needs of the labour market for trained workers and to improve the employability and learning capacity of adults. Training purchased in Ontario by CLICs and other organizations using federal funds. The Ontario Apprenticeship and Tradesmen's Qualification Act regulates 66 apprenticeship trades. Approximately 90 per cent of training is conducted in the workplace supplemented by classroom training.
<u>Ontario Training Strategy:</u>					
Ontario Basic Skills (OBS)	\$20M	16,308	N/A	Groups previously under-represented in training such as women, visible minorities, natives, disabled and older workers.	Assists individuals to upgrade skills for job entry skills, writer skills training, and work-related literacy and math skills.

ONTARIO

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Ontario's Training Strategy (continued)					
Special Support Allowances	\$3.0M	5,380	N/A	Ontario residents aged 18 and over who are enrolled in an eligible training program and have a gross annual family income of less than \$21,000.	Funding to cover training-related expenses such as child care, transportation or accommodation away from home.
				Futures and Ontario Basic Skills Participants.	
Ontario Basic Skills in the Workplace	\$3.0M	3,000	N/A	Workers requiring basic skills upgrading.	Provides basic skill training to individuals in the workplace (languages, literacy, and basic math).
Training Consulting Services (Ontario Skills Development Offices)	\$17.6M	12,807 employers	N/A	Employers, Employer Associations, Unions, training trust funds. (Fifty per cent of employers must have less than 200 employees.)	Provides expert advice to firms to identify training needs, develop training plans, and evaluate training opportunities. Objective: to market training as a contributor to economic growth.
Ontario Skills	\$32.4M	94,274 trainees	12	Employers, Employer Associations, Unions, training trust funds. (Fifty per cent of employers must have less than 200 employees.)	Provides firms with financial assistance for direct instructional costs of training.
Trades Updating	\$1.5M	7,250 trainees	90 hours	Skilled workers	Provides opportunities for workers in skilled trades to upgrade their knowledge as technologies change.

ONTARIO

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
<u>Ontario's Training Strategy</u> (continued)					
Employment Counselling Services (Ontario Help Centres)	\$1.5M	16 centres	N/A	Unemployed adults	Community-based organizations that provide employment counselling, job readiness assistance to adults funded by Ontario and community sponsored.
Special Project Fund	\$1.2M	16 projects	N/A	Under-represented groups	Fund innovative training models for groups that are under-represented in training programs.
Ontario Training Trust Fund	\$2.0M	16,000 employees	N/A	Employer associations, employees, unions	Fund jointly established by employers and employees for training.
Ontario Community Literacy Grants Program	\$4.4M	137 projects 4,600 served	N/A	Individuals with little or no literacy and related skills	Supports community-based learner-centred adult literacy programs.
<u>OTHER:</u>					
TRANSITIONS	\$8.0M	563 trainees	N/A	Laid-off older workers	Provides laid-off workers over 45 with a \$5,000 voucher for training.
Technicians/Technologist/ Upgrading Programs	\$3.6M	5,172 trainees	120 hours	Employers of technicians and technologists	Support skills updating in areas of emerging technology
Ontario Training Corporation	\$6.8M	N/A	N/A	Companies, associations, industry sectors, human resource practitioners interested in improving workplace training.	Provides services and investment funding to improve training in the workplace. Corporation works with business, labour, educators and the training community.

ONTARIO

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
<u>Ontario's Training Strategy</u> (continued)					
<u>MINISTRY OF CITIZENSHIP</u>					
Newcomer Language Orientation Classes (NLOC) grant	\$1.6M	\$15,500**	N/A	Immigrants not accessing college classes supported by EIC.	Services include: the skills bank, train-the-trainer service, investment in training materials, fund and investment in training technology fund.
				Supports learner-centred community-based language training; co-sponsored by school board.	

** Target for 1988/89

ONTARIO

RESEARCH PROJECTS/STUDIES 1988/89

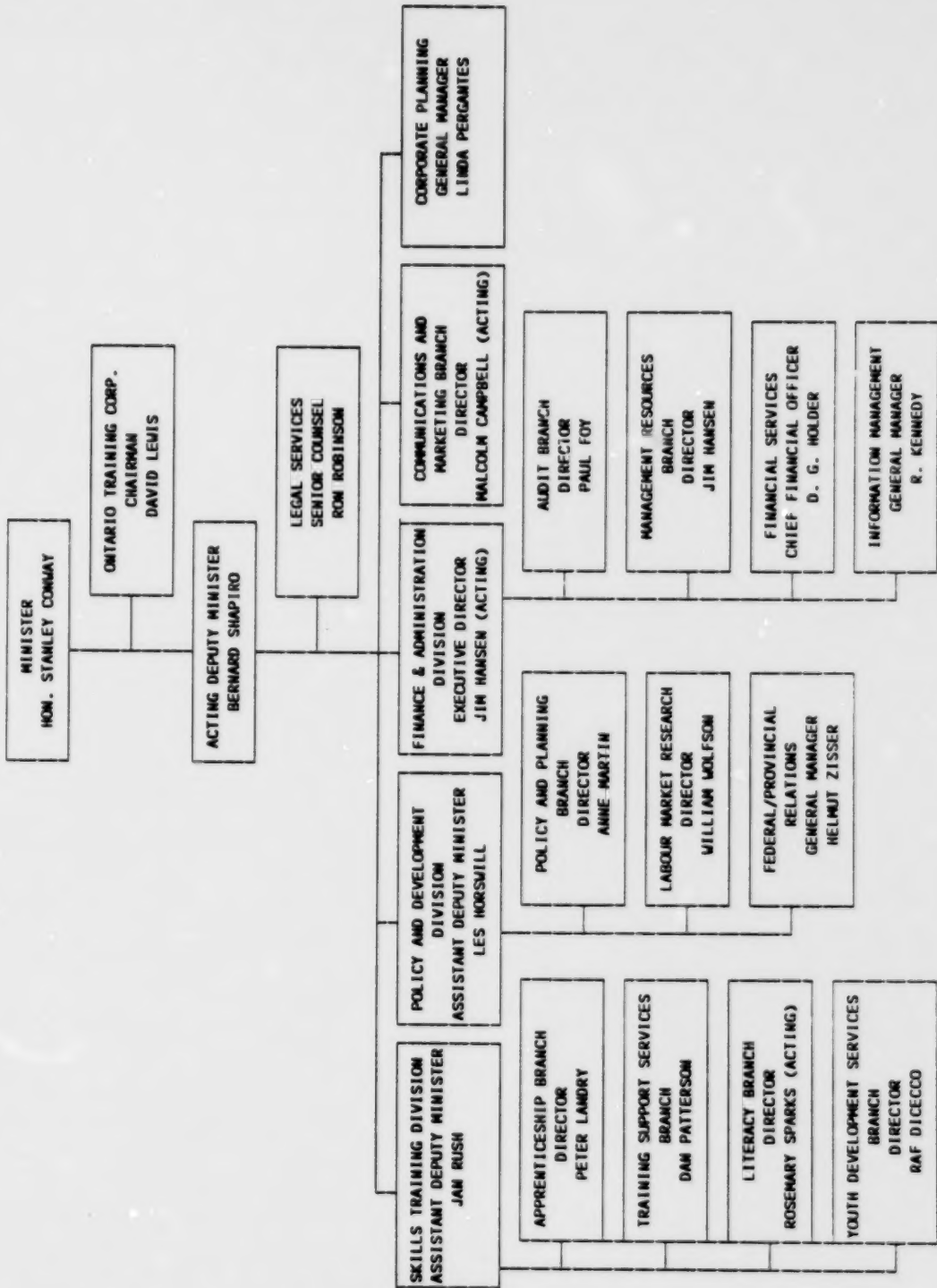
<u>Project Title</u>	<u>Description</u>	<u>Completion Date</u>	<u>Contacts</u>
Direct skills training to meet the demands of the service sector	Analysis of training needs in the service sector	April, 1988	
Adjusting to change: An overview of labour market issues in Ontario	Increase awareness of labour market developments	June, 1988	
Survey of visible minority participation in employer-based training programs	Study of participation in Ontario Skills and Apprenticeship	August, 1988	
Profile of private sector suppliers of training in Ontario	Analysis of training as provided in private sector	October, 1988	
Building a Training System for the 1990's: A Shared Responsibility	Study of federal-provincial training programs.	February, 1989	

LABOUR MARKET PROGRAM INVENTORY

	<u>1988-89 ALLOCATION</u>	<u>1988-89 PARTICIPATION</u>
I. WORK BASED SKILLS PROGRAMS		
Adult and Apprenticeship Training	\$101.6M	46,542 (approx.)
FUTURES	92.2M	32,253
Ontario Skills	32.4M	94,274
Ontario Basic Skills in the Workplace	20.0M	16,308
Trades Updating	1.5M	7,250
Technicians and Technologists	3.6M	5,172
Ontario Training Trust Fund	2.0M	16,000
Ontario Training Corporation	6.8M	N/A
<u>Employment Programs:</u>		
Ontario Summer Employment	28.5M	51,760
Summer Experience	14.9M	7,400
Environmental Youth Corps	.3M	754
International Marketing Interns	2.0M	277
Start-up	3.3M	2,546
Ontario-Quebec Exchange	.6M	150
Junior Rangers	5.6M	1,370
Students Training in Industrial Relations	N/A	N/A
Students in Personnel	.9M	31
Involvement in Municipal Administration	.8M	335
Ontario Municipal Training Program	.3M	35
Social Service Employment		1,100
Summer Part-time Employment Experience	19.0M	2,400
Youth Employment Preparation	1.2M	4,000
<u>Employment Services Programs:</u>		
Ontario Skills Development Offices	17.6M	8,087 firms
Ontario Help Centres	1.5M	16 centres
Youth Employment Counselling	6.2M	56 centres
Community Aid Action Fund	.7M	26
Special Project Fund	1.2M	16
Ontario Basic Skills	20.0M	16,308 trainees
Employment Support Initiatives	14.1M	5,200
II. LABOUR MARKET ADJUSTMENT PROGRAMS		
TRANSITIONS	8.0M	563
Community Industrial Training Committees (Support and Needs Surveys)	1.7M	32 surveys
Ontario Community Literacy	4.4M	4,600
New Comer Language Orientation Classes	1.6M	15,500
III. INCOME MAINTENANCE PROGRAMS		
Special Support Allowances	3.0M	4,900

ONTARIO

MINISTRY OF SKILLS DEVELOPMENT



QUÉBEC

QUÉBEC

1. VUE D'ENSEMBLE DE LA JURIDICTION

A. ORGANISATION GÉNÉRALE DES RESPONSABILITÉS DE MAIN-D'OEUVRE

Au Québec, les questions reliées au marché du travail sont avant tout de la responsabilité du ministère de la Main-d'oeuvre et de la sécurité du revenu. Toutefois, d'autres ministères ou organismes du gouvernement du Québec sont impliqués dans des activités de main-d'oeuvre, notamment:

- ministère du Travail
- ministère des Communautés culturelles et de l'immigration
- Commission de la santé et de la sécurité du travail
- Office de la construction du Québec
- Commission des normes du travail
- Office de la sécurité du revenu des chasseurs et piégeurs cris
- Conseil consultatif du travail et de la main-d'oeuvre
- Commission des affaires sociales
- Régie des rentes du Québec
- Conseil des services essentiels
- Secrétariat à la condition féminine

MINISTÈRE DE LA MAIN-D'OEUVRE ET DE LA SÉCURITÉ DU REVENU

Historiquement, les préoccupations reliées aux questions de main-d'oeuvre et de sécurité du revenu étaient intégrées aux missions des ministères du Travail et des Affaires sociales. Le Ministère comme tel a été créé le 16 décembre 1982 lorsque la Loi sur le ministère du Travail, de la Main-d'oeuvre et de la Sécurité du revenu fut remplacée par la Loi sur le ministère de la Main-d'oeuvre et de la Sécurité du revenu (L.R.Q., c. M-33). Il faut noter également qu'à la même période, la Loi sur le ministère du Travail (L.R.Q., c. M-32,1) a entraîné la création d'un ministère du Travail distinct.

C'est dans le contexte de ces changements que le Ministère s'est vu confier la responsabilité des lois qui relevaient auparavant du ministre des Affaires sociales dans le domaine de l'aide, des allocations et des assurances sociales. Il s'agit des six lois suivantes, venues s'ajouter à la vingtaine de lois dont il était déjà responsable: la Loi sur l'aide sociale, la Loi sur les allocations familiales, la Loi sur la Commission des affaires sociales, la Loi sur le régime de rentes du Québec, la Loi sur les régimes supplémentaires de rentes du Québec, et la Loi sur la sécurité du revenu des chasseurs et piégeurs cris bénéficiaires de la Convention de la Baie-James et du Nord québécois. Par le fait même, le ministre s'est vu confier la responsabilité des organismes suivants: la Commission des affaires sociales, la Commission des normes du travail, La Régie des rentes du Québec et l'Office de la sécurité du revenu des chasseurs et piégeurs cris.

En 1984, à la suite de la publication de l'énoncé de politique gouvernementale sur l'éducation permanente dans lequel le Ministère se voyait confirmer un rôle de premier plan dans l'orientation, l'élaboration et la mise en oeuvre d'interventions gouvernementales en matière de formation professionnelle de la main-d'oeuvre, le Ministère se dotait d'une Direction générale de la formation professionnelle.

C'est ainsi que le Ministère en est venu à exercer un très vaste mandat recouvrant plusieurs domaines d'intervention gouvernementale en matière de main-d'oeuvre, d'emploi et de sécurité du revenu.

La décision gouvernementale de confier la responsabilité de la sécurité du revenu au Ministère s'appuie sur les principes suivantes:

Une politique de sécurité du revenu, fondée sur le respect et le développement de l'individu dans la société, doit viser à assurer cette sécurité du revenu, dans toute la mesure du possible, grâce au revenu que chacun peut retirer de son travail. Ainsi, le premier objectif d'une telle politique est de favoriser l'accès au marché du travail pour toutes les personnes qui sont en mesure de travailler.

Par ailleurs, pour les personnes que des raisons spécifiques ou de conjoncture socio-économique empêchent de s'intégrer au marché du travail, la société se doit d'accepter une responsabilité de maintenir un niveau minimum du revenu. Par souci de cohérence avec l'objectif de base, qui est de permettre au plus grand nombre d'acquiescer l'autonomie grâce à un travail convenablement rémunéré, il faut donc que les ressources utilisées pour soutenir ou maintenir le revenu visent aussi à favoriser le plus possible le retour sur le marché du travail des personnes qui sont en mesure de travailler.

Afin d'atteindre ces grands objectifs, le Ministère doit donc s'assurer de la coordination et de la cohérence des politiques et programmes qu'il met en œuvre à l'intention des trois groupes suivants:

- les personnes présentant des contraintes majeures quant à la possibilité d'occuper un emploi et qui, incapables pour cette raison de s'intégrer au marché du travail, requièrent une assistance financière;
- les personnes qui, sans avoir besoin d'assistance financière, font appel aux divers services reliés à la qualification professionnelle, à l'emploi;
- les personnes ayant besoin d'assistance financière et qui, étant aptes à s'intégrer au marché du travail et possédant la disponibilité nécessaire à cette fin, requièrent des services reliés à l'emploi, à la qualification ou à la formation professionnelle.

Les réseaux des centres Travail-Québec et des commissions de formation professionnelle ont été retenus comme modes d'organisation les plus appropriés pour réaliser les grands objectifs visés par la décision gouvernementale.

MINISTÈRE DU TRAVAIL

Créé le 11 mars 1931, en vertu de la Loi concernant le département du Travail (21 Geo. V, c. 19), le ministère du Travail a, au cours de son histoire législative, connu diverses appellations suivant les mandats qui lui ont été confiés depuis son origine.

Lors de sa création, il a d'abord porté le nom de département du Travail; il a ensuite reçu celui de ministère du Travail, qui lui a été attribué le 1er avril 1961 en vertu des dispositions de la Loi concernant l'exécutif, sanctionnée le 24 mars 1961 (Statuts de la province de Québec, 9-10 Eliz. II, 1960/61, c. 12). L'adoption, le 18 décembre 1968, de la Loi du ministère du Travail et de la Main-d'œuvre (L.Q. 1968, c. 43) a modifié la désignation du Ministère qui a alors pris ce nom. Par suite de la réorganisation de plusieurs secteurs d'activité en 1981 (Loi concernant certains ministères, L.Q., 1981, c. 9), le Ministère a reçu l'appellation de ministère du Travail, de la Main-d'œuvre et de la Sécurité du revenu.

Enfin, le 16 décembre 1982, le ministère du Travail a été officiellement créé par l'adoption de son actuelle loi constitutive, intitulée Loi sur le ministère du Travail et modifiant d'autres dispositions législatives (L.Q., 1982, c. 53, devenu le chapitre M-32.1 dans les Lois refondues du Québec).

Par ses interventions et ses programmes, le ministère du Travail doit susciter l'établissement et le maintien de saines relations du travail entre les employeurs et les salariés. Il doit également veiller au respect des normes de sécurité relatives aux bâtiments, aux lieux publics et aux installations techniques. En effet, depuis le 13 décembre 1985, conformément au décret 2645-85 qui confie au ministre du Travail l'exercice de nouvelles responsabilités en matière de sécurité dans les bâtiments et dans les lieux publics, le Ministère a élargi son champ d'activité à l'application de certaines lois concernant l'habitation.

MINISTÈRE DES COMMUNAUTÉS CULTURELLES ET DE L'IMMIGRATION

L'Assemblée nationale adoptait, en 1968, la loi créant le ministère de l'Immigration (M.I.Q.). En 1981, sa loi constitutive est modifiée pour inclure des responsabilités envers les communautés culturelles, et le M.I.Q. devient le ministère des Communautés culturelles et de l'Immigration (M.C.C.I.).

En vertu de sa loi constitutive, le Ministère a donc un double mandat:

"[...] la planification, la coordination et la mise en oeuvre des politiques gouvernementales relatives aux immigrants et aux ressortissants étrangers qui s'établissent temporairement au Québec à un titre autre que celui de représentant d'un gouvernement étranger ou de fonctionnaire international. Il a pour fonction d'informer, de recruter, de sélectionner ces personnes, de rendre possible leur établissement au Québec et d'assurer leur intégration harmonieuse au sein de la société québécoise et plus particulièrement de la majorité francophone."

"[...] la planification, la coordination et la mise en oeuvre des politiques gouvernementales relatives à l'épanouissement des communautés culturelles et à leur entière participation à la vie nationale. Il est notamment chargé des programmes qui visent à maintenir et à développer les cultures d'origine ainsi qu'à assurer les échanges et le rapprochement avec la communauté francophone."

COMMISSION DE LA SANTÉ ET DE LA SÉCURITÉ DU TRAVAIL

La Commission de la santé et de la sécurité du travail est l'organisme auquel le gouvernement a confié l'administration de son régime de santé et de sécurité du travail. C'est un organisme paritaire dont le conseil d'administration regroupe en nombre égal des représentants des travailleurs et des employeurs québécois.

En matière de prévention-inspection, la Commission a pour rôle de permettre aux travailleurs, aux employeurs et à leurs associations de participer à l'amélioration des conditions de santé et de sécurité dans les milieux de travail et d'assumer pleinement les droits que leur reconnaît la loi et les obligations qu'elle leur impose. Elle est la seule autorité en matière d'inspection du travail.

Dans le cadre de son mandat de réparation, la Commission assure aux travailleurs victimes de lésions professionnelles, de même qu'aux victimes d'actes criminels ou d'actes de civisme, l'ensemble des services aux quels ils ont droit. Elle est également chargée de l'indemnisation des travailleuses enceintes ou qui allaitent lors-qu'elles bénéficient d'un retrait préventif.

Pour ce qui est du financement, la Commission a pleins pouvoirs pour fixer et percevoir les cotisations des employeurs tenus de contribuer à son fonds d'accidents.

Les différents mandats de la CSST sont régis par les lois qu'elle administre:

- la Loi sur la santé et la sécurité du travail (L.R.Q., c. S-2.1) a créé la Commission et lui a confié ses divers mandats;
- la Loi sur les accidents du travail et les maladies professionnelles (L.R.Q., c. A-3.001) a instauré un nouveau régime de réparation des lésions professionnelles en remplacement, à compter du 19 août 1985, des régimes prévus par la Loi sur les accidents du travail et la Loi sur l'indemnisation des victimes d'amiantose ou de silicose dans les mines et les carrières;
- la Loi sur l'indemnisation des victimes d'amiantose ou de silicose dans les mines et les carrières (L.R.Q., c. I-7) prévoit un régime d'indemnisation d'exception pour les travailleurs des mines et carrières atteints d'amiantose ou de silicose. Ceux qui recevaient une rente en vertu de cette loi avant le 19 août 1985 continuent de la recevoir;
- la Loi sur l'indemnisation des victimes d'actes criminels (L.R.Q., c. I-6) et la Loi visant à favoriser le civisme (L.R.Q., c. C-20) s'appuient sur les mêmes principes d'indemnisation que la Loi sur les accidents du travail;
- la Loi concernant l'indemnisation des employés de l'État (S.R.C., 1970, c. G-8) est une loi fédérale dans le cadre de laquelle la CSST détermine les indemnités à verser aux employés du gouvernement fédéral selon les taux et les conditions prévus à la loi provinciale.

OFFICE DE LA CONSTRUCTION DU QUÉBEC

L'Office de la construction du Québec est un organisme péri-gouvernemental qui, par l'administration de ses mandats, contribue à promouvoir un climat de travail favorable dans l'industrie de la construction, en collaboration avec les représentants des employeurs et des salariés ainsi qu'avec les diverses instances gouvernementales et para-gouvernementales.

De façon plus spécifique, les principaux rôles confiés à l'OCC par le législateur sont les suivants:

- Voir à l'application de la convention collective ou décret régissant les conditions de travail.
- Administrer les régimes complémentaires d'avantages sociaux.
- Veiller à l'application du Règlement sur le placement des salariés dans l'industrie de la construction.
- Veiller au respect de certaines dispositions du Règlement sur la formation et la qualification professionnelles de la main-d'oeuvre de l'industrie de la construction.
- Organiser le vote d'adhésion syndicale.

COMMISSION DES NORMES DU TRAVAIL

La Commission des normes du travail est l'organisme institué par la Loi sur les normes du travail, le 16 avril 1980. Elle relève du ministre de la Main-d'oeuvre et de la Sécurité du revenu. Elle est chargée de faire observer la Loi sur la fête nationale et a aussi pour mandat de surveiller la mise en oeuvre et l'application des conditions de travail prévues dans la Loi sur les normes du travail ou dans les règlements adoptés en vertu de cette loi. La Commission exerce en particulier les fonctions suivantes:

- informer et renseigner la population en ce qui a trait aux normes du travail;
- surveiller l'application de ces normes et, s'il y a lieu, transmettre ses recommandations au ministre;
- recevoir les plaintes des salariés et les indemniser dans la mesure prévue par la Loi et les règlements sur les normes du travail.

OFFICE DE LA SÉCURITÉ DU REVENU DES CHASSEURS ET PIÉGEURS CRIS

L'Office de la sécurité du revenu des chasseurs et piégeurs cris est un organisme autonome qui a été mis sur pied pour administrer un programme de sécurité du revenu destiné aux chasseurs et piégeurs cris. L'Office répond au gouvernement du Québec, par le biais du ministre de la Main-d'oeuvre et de la Sécurité du revenu.

L'objectif principal de ce programme est de fournir une garantie de revenu, des prestations et autres mesures d'incitation aux Cris de se consacrer aux activités d'exploitation de la faune comme mode de vie.

Ce programme de sécurité du revenu est le premier du genre à avoir été mis sur pied, non seulement au Québec, mais également en Amérique du Nord.

CONSEIL CONSULTATIF DU TRAVAIL ET DE LA MAIN-D'OEUVRE

Le Conseil consultatif du travail et de la main-d'oeuvre est un organisme d'étude et de consultation qui a été institué le 18 décembre 1968¹, en remplacement du Conseil supérieur du travail. Le Conseil constitue un carrefour où peuvent se rencontrer régulièrement les grands partenaires sociaux et l'État, pour discuter de toute question relative aux rapports collectifs et individuels de travail, aux normes du travail, à la main-d'oeuvre, à la santé et à la sécurité du travail, ainsi qu'à la sécurité du revenu.

Outre le président et le secrétaire qui consacrent tout leur temps à l'exercice de leurs fonctions, le C.C.T.M. est composé de cinq personnes choisies pour représenter les associations de salariés les plus représentatives. Il comprend aussi le sous-ministre du Travail et celui de la Main-d'oeuvre et de la Sécurité du revenu. Par ailleurs, le ministre du Travail peut adjoindre au C.C.T.M., sur demande de ce dernier, autant de membres temporaires du C.C.T.M. que requis pour assurer le bon fonctionnement des comités de travail.

1. Loi consultatif du travail et de la main-d'oeuvre, L.R.Q., c.55.

Le mandat général du Conseil consultatif du travail et de la main-d'oeuvre est déterminé en vertu de sa loi constitutive et consiste à:

- a) Donner son avis au ministre du Travail et au ministre de la Main-d'oeuvre et de la Sécurité du revenu sur toute question que l'un ou l'autre lui soumet relativement aux sujets qui relèvent de sa compétence.
- b) Entreprendre l'étude de toute question qui relève du domaine du travail et de la main-d'oeuvre.
- c) Faire effectuer les études et recherches qu'il juge utiles ou nécessaires pour la poursuite de ses fins.
- d) Solliciter des opinions et suggestions du public sur toute question dont il entreprend ou poursuit l'étude.
- e) Soumettre au ministre du Travail ou au ministre de la Main-d'oeuvre et de la Sécurité du revenu des recommandations sur toute question dont il a entrepris l'étude de sa propre initiative.
- f) Former des comités spéciaux pour l'étude de questions particulières et les charger de recueillir les renseignements pertinents et de faire rapport au Conseil de leurs constatations et recommandations.

Ces comités sont composés de membres du Conseil ainsi que de personnes-ressource et de spécialistes qui ont un statut de membres temporaires.

Au fil des ans, le Conseil s'est vu attribuer des mandats spécifiques. Ces mandats sont prévus par des dispositions de la législation du travail et par certains décrets gouvernementaux. D'autres mandats ont été attribués au C.C.T.M. par suite de décisions ministérielles.

COMMISSION DES AFFAIRES SOCIALES

La Commission des affaires sociales existe depuis le 1er août 1975. Sa composition, sa juridiction, ses pouvoirs et la procédure qui la gouverne sont prévus par une loi spécifique, la Loi sur la Commission des affaires sociales (L.R.Q. c. C-34).

La Commission est un organisme autonome et indépendant. Sa fonction consiste à entendre, en tant que tribunal administratif de dernière instance, les appels, requêtes ou demandes logés devant elle par des personnes insatisfaites de décisions prises à leur égard par divers organismes gouvernementaux. Elle entend ainsi des appels, requêtes, ou demandes concernant des décisions prises par les bureaux régionaux d'aide sociale, la Régie des rentes du Québec, la Commission administrative des régimes de retraites et d'assurances, la Régie de l'assurance automobile du Québec, la Régie de l'assurance-maladie du Québec (comités de révision), la Commission de la santé et de la sécurité du travail, l'Office de la sécurité du revenu des chasseurs et piégeurs crs, l'Office des personnes handicapées du Québec et l'Office des services de garde à l'enfance.

La Commission siège en six (6) divisions:

- la Division de l'aide et des allocations sociales;
- la Division de la protection du malade mental;
- la Division des services de santé et des services sociaux;
- la Division du régime de rentes;
- la Division de l'indemnisation des sauveteurs et des victimes d'actes criminels;
- la Division de l'assurance automobile.

Aux fins de disposer des appels, demandes ou requêtes qui lui sont présentés, la Commission tient des auditions dans les diverses régions administratives du Québec. Il s'agit d'auditions habituellement publiques où les membres et assesseurs entendent la preuve et les représentations des parties en litige pour ensuite rendre une décision qui doit être écrite et motivée.

Depuis sa création le 1er août 1975, la Commission a reçu, en date du 1er avril 1987, 51,551 appels, requêtes ou demandes de personnes insatisfaites de diverses décisions.

RÉGIE DES RENTES DU QUÉBEC

Créée en juin 1965, la Régie des rentes du Québec est un organisme gouvernemental dont le ministre de la Main-d'œuvre et de la Sécurité du revenu est le ministre titulaire. Elle jouit des pouvoirs généraux d'une corporation et des pouvoirs spécifiques qui lui sont conférés par les lois qu'elle administre.

Deux textes de lois constituent la charte de la Régie de rentes du Québec:

- le titre II de la Loi sur le Régime de rentes du Québec;
- le titre II de la Loi sur les Régimes supplémentaires de rentes.

La Régie est dirigée par un Conseil d'administration de douze (12) membres, y compris le président. Les membres du Conseil d'administration, qui originent de différents secteurs d'activités, sont nommés par le gouvernement pour une période de trois (3) ans alors que le président, qui agit aussi à titre de directeur général, reçoit un mandat de dix (10) ans.

Conformément à sa principale loi constitutive, la Régie des rentes du Québec voit à administrer la loi sur le Régime de rentes du Québec. Elle voit aussi à l'administration de deux (2) autres programmes qui lui sont confiés: La loi sur les Régimes supplémentaires de rentes et la loi sur les Allocations familiales du Québec.

Dans le cadre de son administration, elle s'assure que les programmes répondent et évoluent en fonction des besoins du public, que les services qui lui sont rendus sont efficaces et qu'il profite pleinement et en toute sécurité des avantages des programmes mis à sa disposition. Enfin, la Régie des rentes s'assure que les cotisants et les bénéficiaires des programmes sont bien informés et bien renseignés sur leurs droits.

CONSEIL DES SERVICES ESSENTIELS

En adoptant le projet de loi 72₁ en juin 1982, le gouvernement crée le Conseil des services essentiels et définit le cadre général de sa juridiction. Le Conseil peut intervenir lors de conflits dans les services publics tels que les villes ou municipalités, les entreprises de téléphone sous juridiction provinciale, les entreprises de transport en commun, de cueillette d'ordures ménagères, de transport par bateaux et ambulances, ainsi qu'Hydro-Québec et Gaz Métropolitain.

Avec l'adoption en juin 1985 du projet de loi 37₂, la juridiction du Conseil s'étend aux services à assurer aux bénéficiaires lors d'une grève dans un centre hospitalier, un centre d'accueil, d'hébergement et de réadaptation, un centre local de services communautaires et un centre de services sociaux. En vertu des dispositions de cette loi, le pourcentage de salariés qui doivent fournir des services pendant une grève dans le réseau des affaires sociales, est déterminé en fonction du type d'établissement.

Le Conseil est mandaté pour s'assurer que les citoyens continuent de bénéficier de services lorsque des travailleurs exercent leur droit de grève dans un service public ou un établissement de santé et de services sociaux. Pour ce faire, il favorise le rapprochement des groupes syndicaux et patronaux, de même que la conclusion d'ententes sur les services à maintenir en cas de grève.

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1. Loi modifiant le Code du travail, le Code de procédure civile et d'autres dispositions législatives, L.Q., 1982, c.37
 2. Loi sur le régime du négociation des conventions collectives dans le secteur public et parapublic, L.Q., 1985, c.12.

Une des tâches du Conseil consiste à évaluer la suffisance des ententes ou, le cas échéant, des listes syndicales déposées en cas de grève dans un service public ou un établissement du réseau des affaires sociales.

Parallèlement à sa nouvelle juridiction dans le domaine de la santé, le Conseil s'est vu conférer en 1985 des pouvoirs de redressement. Ces nouveaux pouvoirs s'appliquent tant dans les secteurs public et parapublic que dans les services publics, dans les cas de lock-out, grève ou ralentissement d'activités qui contreviennent à la loi. Ils s'appliquent aussi lorsque les services essentiels ne sont pas respectés lors d'une grève ou si le conflit porte préjudice ou est susceptible de porter préjudice à un service auquel le public a droit.

SECRÉTARIAT À LA CONDITION FÉMININE

En plus de son rôle d'analyste et d'aviséur sur les dossiers et législations touchant la condition féminine, le Secrétariat à la condition féminine assume la coordination d'opérations interministérielles et participe à des comités de travail chargés d'élaborer, d'évaluer ou de proposer des politiques et des interventions gouvernementales.

Le Secrétariat assure la mise en place des activités de planification et de suivi du plan d'action gouvernemental en matière de condition féminine. Il s'est également vu confier le soin de mettre en application le plan d'action sur les programmes d'accès à l'égalité en emploi pour les femmes.

Enfin, le Secrétariat assure, en collaboration avec les ministères concernés, la réalisation d'une entente franco-québécoise en matière de droits des femmes portant sur les thèmes suivants: la déssexualisation des manuels scolaires et des pratiques pédagogiques, la représentation des femmes dans les moyens de communication, l'entrepreneuriat féminin, l'agriculture et l'égalité professionnelle.

B. STRUCTURE ORGANISATIONNELLE DU M.N.S.R.

Tel que cela apparaît à l'organigramme général présenté ci-après, le ministère comprend 5 directions générales:

- la Direction générale des politiques et des programmes;
- la Direction générale de l'administration;
- la Direction générale des ressources informationnelles;
- la Direction générale de la formation professionnelle;
- la Direction générale du réseau Travail-Québec;

Cette direction couvre l'ensemble du Québec à partir de 15 directions régionales et de 133 points de service dont 108 centres Travail-Québec, 20 bureaux d'aide sociale, gérés par la ville de Montréal et 5 centres de développement de l'employabilité sur le territoire de la ville de Montréal.

1. DIRECTION DU MINISTRE RE (SOUS-MINISTRE)

Le sous-ministre conseille le ministre de la Main-d'œuvre et de la Sécurité du revenu en matière d'élaboration, de développement et d'administration des politiques, des programmes, des mesures et des services relatifs à la main-d'œuvre et à la sécurité du revenu et gère les ressources humaines du Ministère dans le cadre des politiques générales du Gouvernement.

2. DIRECTION GÉNÉRALE DES POLITIQUES ET DES PROGRAMMES

La Direction générale des politiques et des programmes assure la conception et l'élaboration des orientations, des politiques et des programmes du Ministère en matière de main-d'œuvre, de sécurité du revenu et de développement de l'employabilité au regard aux orientations, aux politiques et priorités du Gouvernement en ces domaines.

RESPONSABILITÉS SPÉCIFIQUES

1. Concevoir les projets d'orientations et les priorités de développement des politiques et des programmes du Ministère en relation avec les politiques du Gouvernement en matière de main-d'oeuvre, de sécurité du revenu et de développement de l'employabilité en tenant compte des orientations et des politiques du Ministère et des besoins des clientèles.
2. Recommander les orientations à établir en matière de planification stratégique, de recherche, d'évaluation, de politiques et de programmes de main-d'oeuvre, de sécurité du revenu et de développement de l'employabilité.
3. Intégrer et coordonner l'ensemble des activités de conception, de développement, de consultation et de concertation avec les partenaires internes et externes au Ministère.
4. Participer à l'élaboration des positions et stratégies du Québec en relation avec tout sujet faisant l'objet de discussions avec le gouvernement fédéral ou les gouvernements provinciaux dans les différents champs de responsabilités du Ministère.
5. Assurer l'harmonisation des orientations et des politiques du Ministère avec celles des autres ministères et organismes du Gouvernement.
6. Assurer l'évaluation des politiques, des programmes et des mesures du Ministère.
7. Conseiller le Ministère dans l'élaboration de ses positions en matière de coopération et de partage des responsabilités et de financement des programmes de main-d'oeuvre, de sécurité du revenu et de développement de l'employabilité avec d'autres intervenants gouvernementaux.

3. DIRECTION GÉNÉRALE DE L'ADMINISTRATION

La Direction générale de l'administration assure le soutien requis à l'ensemble des unités administratives du Ministère en matière de ressources humaines, financières et matérielles et de communication.

4. DIRECTION GÉNÉRALE DES RESSOURCES INFORMATIONNELLES

La Direction générale des ressources informationnelles fournit le soutien administratif propre à la gestion des opérations et des finances de l'ensemble de la Direction ainsi que l'expertise requise en moyens de communication de manière à assurer le soutien technique et logistique des opérations d'information, de publicité, de relations publiques et de diffusion nécessaire à l'atteinte de clientèles interne et externe du Ministère.

5. DIRECTION GÉNÉRALE DE LA FORMATION PROFESSIONNELLE

La Direction générale de la formation professionnelle assure la conception, l'élaboration et l'administration de mesures, de services et d'activités de formation et de qualification professionnelles de la main-d'oeuvre ainsi que la coordination de la gestion et le soutien au réseau des Commissions de formation professionnelle de la main-d'oeuvre; elle collabore à la définition d'orientations, d'objectifs, de priorités et de programmes en matière de formation et de qualification professionnelles de la main-d'oeuvre.

RESPONSABILITÉS SPÉCIFIQUES

1. Définir et proposer les orientations, les objectifs et les priorités relativement à la révision de programmes ainsi qu'au développement et à la révision de mesures, services et activités en matière de formation professionnelle de la main-d'oeuvre.
2. Établir les modalités d'implantation et de financement des programmes, mesures, services et activités de formation et de qualification professionnelles de la main-d'oeuvre et coordonner les activités de mise en oeuvre, de suivi et de révision de ces programmes, mesures, services et activités.
3. Assurer l'identification des besoins en matière de formation et de qualification professionnelles en tenant compte des processus de consultation prévus à cette fin ainsi que des analyses structurelles et prévisionnelles concernant le marché du travail.

4. Assurer la planification des activités de formation et de qualification professionnelles en fonction des besoins de la main-d'oeuvre et des employeurs du Québec pour les fins des programmes québécois et de ceux prévus à l'Accord Canada-Québec sur la formation en établissement et à l'Entente sur la planification de l'emploi.
5. Participer à l'élaboration des positions et stratégies du gouvernement du Québec relatives à des ententes intergouvernementales en matière de formation et de qualification professionnelles de la main-d'oeuvre.
6. Assurer la responsabilité de la négociation et de la mise en oeuvre de tout accord Canada-Québec et de toute entente interprovinciale dans les domaines de la formation et de la qualification professionnelles de la main-d'oeuvre.
7. Assurer, au nom du Québec, les engagements administratifs et financiers reliés aux accords ou ententes Canada-Québec sur la formation professionnelle des adultes.
8. Assurer la représentation du gouvernement du Québec au sein du Comité mixte prévu à l'Accord Canada-Québec et la participation de la Direction générale à tout autre comité relié à la formation professionnelle de la main-d'oeuvre.
9. Assurer la représentation du gouvernement du Québec au sein du Comité de coordination des normes interprovinciales et la participation de la Direction générale à tout autre comité relié à la qualification professionnelle de la main-d'oeuvre.
10. Coordonner les échanges d'information requis avec d'autres ministères et organismes provinciaux et fédéraux aux fins de permettre une administration adéquate des programmes de formation et de qualification professionnelles de la main-d'oeuvre.
11. Assurer la participation de la Direction générale aux divers mécanismes de consultation et de concertation mis en place par le Ministère et par le gouvernement du Québec.
12. Assurer la mise en place des comités consultatifs régionaux par l'intermédiaire des Commissions de formation professionnelle de la main-d'oeuvre et veiller à leur fonctionnement.
13. Participer avec les ministères de l'Éducation et de l'Enseignement supérieur et de la Science à la mise en place et au fonctionnement des tables régionales et nationales de concertation.
14. Définir les orientations en matière de planification, d'organisation et de contrôle des programmes et des ressources confiés au réseau des Commissions de formation professionnelles de la main-d'oeuvre.
15. Assurer l'élaboration d'une politique de développement des ressources humaines des Commissions de formation professionnelle de la main-d'oeuvre.
16. Orienter et approuver les activités des Commissions de formation professionnelle de la main-d'oeuvre et fournir à celles-ci le soutien technique et professionnel requis pour la réalisation de leurs activités.
17. Participer à l'élaboration ou à la révision des lois et des règlements en matière de formation et de qualification professionnelles de la main-d'oeuvre.
18. Assurer la participation de la Direction générale au processus d'évaluation de programmes, au développement et à la réalisation de projets expérimentaux ainsi qu'à l'analyse de données d'information de gestion en matière de formation et de qualification professionnelles de la main-d'oeuvre.

6. **DIRECTION GÉNÉRALE DU RÉSEAU TRAVAIL-QUÉBEC**

La Direction générale du réseau Travail-Québec assure l'implantation et l'administration des programmes et des services d'aide à l'emploi, de développement de l'employabilité et de sécurité du revenu du Ministère à travers le réseau Travail-Québec.

C. **ORGANIGRAMME DU M.N.S.R.**

INVENTAIRE DES PROGRAMMES PROVINCIAUX

QUÉBEC

PROGRAMME D'INVENTAIRE 1) CRÉATION D'EMPLOI DIRECT

PROGRAMME	DÉPENSES 1988/1989 (,000 \$)	EMPLOIS LIBÉRÉS	PÉRIODE DE SUBVENTION	CLIENTELE-CIBLE	DESCRIPTION/COMMENTAIRES
Travaux communautaires	26 600	12 882	12 mois	Clients de l'aide sociale âgés entre 18 et 30 ans exclusivement.	Cette programme offre à des clients d'aide sociale des occasions d'utiliser leurs capacités dans des projets communautaires durables où ils pourront maintenir ou développer leur employabilité. Les projets doivent permettre la production ou la distribution des biens communs ou de services qui favorisent le mieux-être d'un groupe de personnes qui ont des besoins communs. Les participants sont présents à la mesure à raison de 80 heures par mois. En sus de leurs prestations régulières de l'aide sociale, ces personnes reçoivent une allocation pour frais de garde d'enfant, s'il y a lieu, ainsi qu'une allocation versée par le promoteur de projet.
Bon d'emploi plus	12 600	3 074	10 à 18 mois	Volet 1: Diplômés clients de l'aide sociale depuis 6 mois. Volet 2: Personnes défavorisées sur le plan de l'embauche, soit: - personnes ayant atteint les objectifs fixés des programmes de développement de l'employabilité; - clients de l'aide sociale depuis 12 mois consécutifs.	Ce programme permet à des employeurs d'embaucher des personnes détentrices d'un certificat d'admissibilité au programme. Cette aide vise à: - faciliter la recherche d'emploi de ces personnes en leur émettant un certificat d'admissibilité au programme qu'elles peuvent présenter aux employeurs. - verser une subvention à l'employeur qui respecte les conditions du programme et du contrat d'embauche. Les participantes du Volet 2 sont admissibles à des activités de formation.

QUÉBEC

PROGRAMME D'INVENTAIRE 1) CRÉATION D'EMPLOI DIRECT

<u>PROGRAMME</u>	<u>DÉPENSES 1988/1989 (\$,000 \$)</u>	<u>EMPLOIS LIBÉRÉS</u>	<u>PÉRIODE DE SUBVENTION</u>	<u>CLIENTELE-CIBLE</u>	<u>DESCRIPTION/COMMENTAIRES</u>
Programme d'aménagement concerté du temps de travail (PACTT)	236,3	27	12 mois	Chômeurs principalement de moins de 30 ans	Le programme a pour but de libérer des emplois pour les chômeurs en favorisant diverses mesures de réduction volontaire des heures travaillées par la main-d'oeuvre en place dans le cadre d'une entente d'entreprise entre un employeur et son personnel. Le programme ne couvre pas le secteur public et parapublic québécois ainsi que l'administration fédérale. Le gouvernement du Québec accorde une aide technique et financière afin de permettre l'élaboration d'un projet spécifique d'aménagement et le financement total ou partiel des coûts additionnels qui découleront de sa mise en application. Ainsi, une subvention n'excédant généralement pas 7 500 \$ est allouée pour la réalisation des études et le fonctionnement d'un comité patronal-syndical d'aménagement du temps de travail. Un représentant régional du MEISR participe aux travaux du comité à titre de conseiller technique. Par ailleurs, dans une même entreprise, la valeur moyenne de la subvention attribuée pour compenser les coûts additionnels de libération et de remplacement de chaque personne/année ne peut dépasser 8 500 \$.

PROGRAMME D'INVENTAIRE 1) CRÉATION D'EMPLOI DIRECT

PROGRAMME	DÉPENSES 1988/1989	CLIENTELE-CIBLE	PÉRIODE MAXIMALE DE VERSEMENT DES PRESTATIONS	NIVEAU DE LA PRESTATION	DESCRIPTION/COMMENTAIRES
Programme d'adaptation des travailleurs âgés (PATA)	Les dépenses de ce programme débuteront en 89/90	Travailleurs âgés de 55 ans et plus victimes d'un licenciement collectif majeur	Depuis la date d'admissibilité jusqu'à l'âge de 65 ans.	Entre 600 \$ et 1 000 \$ pour l'année 1988	Le 6 octobre 1988, le ministre du Travail du Canada et le ministre de la Main-d'œuvre et de la Sécurité du revenu signaient une entente concernant la mise en place du Programme d'adaptation des travailleurs âgés (PATA). Cette entente vise essentiellement à fournir une aide financière aux travailleurs âgés lors d'un licenciement collectif permanent ayant des répercussions majeures sur la collectivité. Principaux éléments du programme: - La certification des licenciements, suite aux analyses effectuées par le Comité PATA est faite conjointement par les deux ministres. La date de ces licenciements doit être postérieure au 31 décembre 1987. Cependant, pour les licenciements jugés admissibles dans les industries qui étaient désignées grées au mois d'août 1986 en vertu du Programme de prestations d'adaptation pour les travailleurs, la date d'entrée en vigueur du PATA sert la date d'expiration de ces désignations en vertu du Programme de prestations d'adaptation pour les travailleurs. - Les travailleurs victimes des licenciements certifiés doivent répondre aux exigences suivantes, à la date de ce licenciement, pour avoir droit aux prestations: - être citoyen canadien ou résident permanent; - être âgé de 55 à 64 ans;

QUÉBEC

PROGRAMME D'INVENTAIRE 1) CRÉATION D'EMPLOI DIRECT

PROGRAMME	DÉPENSES 1990/1991	CLIENTELE-CIBLE	PÉRIODE MAXIMALE DE VERSEMENT DES PRESTATIONS	NIVEAU DE LA PRESTATION	DESCRIPTION/COMMENTAIRES
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Programme d'adoption des
travailleurs âgés (PATA)
(suite)

- compter au moins 15 années de 750 heures d'emploi au cours des 20 dernières années
- avoir épuisé ses droits à l'assurance-chômage.
- La prestation de base équivaut à 70% de la prestation d'assurance-chômage applicable au salaire régulier du travailleur au moment du licenciement, sans être inférieure à 600 \$ et, est indexée annuellement. Cette prestation est réduite d'une certaine partie des revenus des travailleurs.
- L'administration des prestations sera confiée à des institutions pourvoyeuses d'annuités.
- Les coûts d'achat des annuités assurés seront assumés à 70% par le gouvernement fédéral et à 30% par le gouvernement provincial ceci pour la période s'étendant jusqu'à la fin de l'année financière 1990-1991.

QUÉBEC

PROGRAMME D'INVENTAIRE 2) FORMATION

PROGRAMME	DÉPENSES 1988/1989 (,000 \$)	EMPLOIS LIBÉRÉS	PÉRIODE DE SUBVENTION	CLIENTELE-CIBLE	DESCRIPTION/COMMENTAIRES
Rattrapage scolaire	26 300	15 098	-	Clients de l'aide sociale âgés entre 18 et 30 ans exclusivement. Les chefs de famille monoparentale, âgés de 30 ans et plus, peuvent toutefois participer à cette mesure.	Le mesure veut permettre à des clients d'aide sociale des connaissances pour l'obtention d'un diplôme de fin d'études secondaires générale ou professionnelles. Les personnes participantes doivent consacrer au moins 60 heures par mois à des activités de rattrapage scolaire. En sus de leurs prestations régulières d'aide sociale, ces personnes reçoivent une allocation forfaitaire couvrant les coûts inhérents à leur participation et une allocation pour frais de garde d'enfant, s'il y a lieu.
Retour aux études pour les chefs de famille monoparentale	1 700	603	3 sessions	Chefs de famille monoparentale Présence chronique à l'aide sociale (24 mois ou plus)	Ce programme permet à la clientèle visée de poursuivre des études de niveau postsecondaire à temps plein (collégiales ou universitaires) en vue d'améliorer ses chances d'employabilité. Le nombre maximal de sessions est de 3 et doit être fait à l'intérieur d'une période de 24 mois. À la fin de la participation à ce programme, la personne peut continuer des études à temps plein en ayant recours aux prêts et bourses du ministère de l'Enseignement supérieur et de la Science (MESS).

QUÉBEC

PROGRAMME D'INVENTAIRE 2) FORMATION

<u>PROGRAMME</u>	<u>DÉPENSES 1988/1989 (\$ 1 000 \$)</u>	<u>EMPLOIS LIBÉRÉS</u>	<u>PÉRIODE DE SUBVENTION</u>	<u>CLIENTELE-CIBLE</u>	<u>DESCRIPTION/COMMENTAIRES</u>
Soutien à la formation en entreprise	12 000	6 800	Durée moyenne de la formation: 20 semaines	Peuvent bénéficier de cette mesure les employeurs ayant un personnel de moins de 200 personnes travaillant au Québec (y compris les cadres)	Ce programme est destiné à des chefs de petite et moyenne entreprise, qui s'engagent à élaborer un plan de développement de leurs ressources humaines (PDH) pouvant couvrir une période d'au moins six mois et d'au plus trois ans, puis à assurer les formations prévues au plan.

Objectifs

- Favoriser l'adaptation ou la reconversion professionnelle et, par conséquent, le maintien en emploi des salariés dont les postes de travail sont menacés être transformés sous l'effet de changements d'ordre technologique ou organisationnel;
- Aider les employeurs, surtout ceux qui sont aux prises avec des problèmes de modernisation, à accroître leur productivité et, les cas échéant, à améliorer leur compétitivité.

Subvention

Diagnostic, élaboration du plan de développement des ressources humaines: consultant externe 75% jusqu'à un maximum de 7 500\$.

Participation des travailleurs pour l'élaboration du PDH, l'identification des besoins de formation: 100% du salaire, maximum 3 000\$.

Frais en remplacement de salaires pendant la formation des travailleurs: 60%.

QUÉBEC

PROGRAMME D'INVENTAIRE 2) FORMATION

<u>PROGRAMME</u>	<u>DÉPENSES 1988/1989 (\$,000 \$)</u>	<u>EMPLOIS LIBÉRÉS</u>	<u>PÉRIODE DE SUBVENTION</u>	<u>CLIENTELE-CIBLE</u>	<u>DESCRIPTION/COMMENTAIRES</u>
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Soutien à la formation en
entreprise (suite)

Frais de formation (élaboration, adaptation, dispensation, matériel didactique, location d'équipements, locaux, frais de déplacements des instructeurs ou travailleurs, frais de garderie): 50% avec une moyenne de 2 500\$/travailleur.

Participation des travailleurs reliée au suivi et à l'évaluation du programme; 100% du salaire, maximum 5 000\$.

Maximum: 300 000\$ par entreprise.

Ce programme est entièrement financé par le gouvernement du Québec.

QUÉBEC

PROGRAMME D'INVENTAIRE 2) FORMATION

PROGRAMME	DÉPENSES 1988/1989 (\$.000\$)	EMPLOIS LIBÉRÉS	PÉRIODE DE SURVENTION	CLIENTELE-CIBLE	DESCRIPTION/COMMENTAIRES
Recyclage et perfectionnement	31 031,7	175 000	Durée moyenne: 40 heures	Les personnes recherchant du perfectionnement dans leur emploi; Les personnes désirant se conformer à des exigences de qualification professionnelle (loi- réglement) dans leur métier ou profession; Les personnes touchées par des changements technologiques relativement à leur métier ou profession; Les personnes (femmes, jeunes, personnes handicapées, etc.) qui cherchent à intégrer ou à réintégrer le marché du travail.	Ce programme est destiné à satisfaire les besoins de qualification des travailleurs en emploi ou des personnes à la recherche d'emploi. <u>Objectifs</u> - Faciliter le perfectionnement professionnelle des travailleurs en emploi ou les personnes en recherche d'emploi, dans le contexte des changements technologiques et des changements de marchés; - Répondre aux besoins de formation professionnelle des employeurs de la petite entreprise. <u>Frais de formation</u> Entièrement financés par le gouvernement de Québec. Ce programme québécois de formation ne prévoit aucune allocation de formation pour les stagiaires.

QUÉBEC

PROGRAMME D'INVENTAIRE 2) FORMATION

PROGRAMME	DÉPENSES 1989/1989 (\$ 1 000 \$)	EMPLOIS LIBÉRÉS	PÉRIODE DE SUBVENTION	CLIENTELE-CIBLE	DESCRIPTION/COMMENTAIRES
Stages en milieu de travail	7 000	6 780	52 semaines Durée moyenne: 26 semaines	Tout bénéficiaire de l'aide sociale âgé de moins de 30 ans - qui a quitté au mois une année les études régulières à temps plein; - qui ne détient pas de diplôme d'études collégiales de formation professionnelle ni de diplôme d'études universitaires.	Ce programme permet à des bénéficiaires de l'aide sociale d'acquérir une expérience de travail spécifique, variant entre 70% et 90% de la durée prévue du stage, complétée d'une formation pertinente hors production, soit en milieu de travail, soit en établissement de formation pour le reste du temps de stage. <u>Objectifs</u> - Ce programme est destiné à permettre à des bénéficiaires de l'aide sociale de moins de 30 ans d'acquérir des connaissances, des habilités et une expérience professionnelle facilitant leur insertion professionnelle.

Frais de formation

Entièrement financés par le gouvernement de Québec.

Les frais de formation hors production des stagiaires, autant chez l'employeur que dans un établissement ou un organisme de formation reconnu, sont assumés jusqu'à concurrence d'une moyenne de 25\$ par jour par stagiaire, selon les régions.

Par ailleurs, les prestations régulières d'aide sociale et les allocations forfaitaires aux stagiaires sont partagées également par le gouvernement de Québec et le gouvernement fédéral en vertu du Régime d'assistance publique du Canada.

QUÉBEC

PROGRAMME D'INVENTAIRE 2) FORMATION

PROGRAMME	DÉPENSES 1988/1989 (...000 \$)	EMPLOIS LIBÉRÉS	PÉRIODE DE SUBVENTION	CLIENTELE-CIBLE	DESCRIPTION/COMMENTAIRES
Transition-travail	2 187,2	3 790	5 semaines	Ce programme s'adresse exclusivement aux femmes, plus particulièrement à celles qui ont été absentes du marché du travail depuis une période plus ou moins prolongée et qui ont pris la décision ferme de retourner ou d'entrer sur le marché du travail.	Ce programme met l'accent sur une formation caractérisée par une démarche d'orientation professionnelle permettant l'exploration de plusieurs secteurs d'emploi, y compris les métiers non traditionnels. Ce programme favorise les apprentissages préalables à l'entrée sur le marché du travail et propose également plusieurs activités permettant d'actualiser certaines habiletés. Il informe sur la législation du monde du travail, la syndicalisation, les droits, les responsabilités et les recours des travailleurs. <u>Objectifs</u> - Rendre les participantes capables de trouver, au terme de la session, un travail ou une formation qui leur convienne. - Faciliter le passage du foyer au marché du travail. <u>Frais de formation</u> Entièrement financés par le gouvernement de Québec. Dans le cadre de l'entente sur la planification de l'emploi, le gouvernement fédéral participe au programme québécois en versant aux participantes des allocations de formation et en leur remboursant les frais de garde et de transport.

QUÉBEC

PROGRAMME D'INVENTAIRE 2) FORMATION

<u>PROGRAMME</u>	<u>DÉPENSES 1988/1989 (\$ 1 000 \$)</u>	<u>EMPLOIS LIBÉRÉS</u>	<u>PÉRIODE DE SUBVENTION</u>	<u>CLIENTELE-CIBLE</u>	<u>DESCRIPTION/COMMENTAIRES</u>
Formation en établissement (achats directs)	85 068	17 000	52 semaines Durée moyenne: 35 semaines	Principalement, les personnes employées.	Les cours achetés par la CEIC et organisés principalement dans les établissements publics, sont des cours de formation professionnelle, des cours de formation préparatoire à la formation professionnelle (formation générale), des cours de formation linguistique et différents autres cours de formation préparatoire à l'emploi. La formation en établissement ainsi dispensée est régie par un accord conclu entre la CEIC et la province. Les achats directs de formation en établissement s'inscrivent dans le cadre des programmes suivants de la planification de l'emploi: Intégration professionnelle, Développement de l'emploi, Acquisition de compétences, Pénuries de main-d'œuvre et Développement des collectivités.

QUÉBEC

PROGRAMME D'INVENTAIRE 2) FORMATION

PROGRAMME	DÉPENSES 1988/1989 (\$,000 \$)	EMPLOIS LIBÉRÉS	PÉRIODE DE SURVENTION	CLIENTELE-CIBLE	DESCRIPTION/COMMENTAIRES
Formation sur mesure en établissement (achats indirects)	54 000	19 000	52 semaines Durée moyenne: 6 semaines	Entreprise, organisme sans but lucratif ou secteur d'activité économiques; main-d'œuvre en emploi ou sur le point d'y accéder.	La formation sur mesure se veut une formation spécifiquement adaptée aux besoins particuliers d'une entreprise, d'un organisme sans but lucratif ou d'un secteur d'activités économiques. Elle repose sur un diagnostic précis des besoins de formation et sur un programme élaboré en fonction de ce diagnostic. L'accord Canada-Québec prévoit que les activités de formation sur mesure s'effectuent dans le cadre d'un contrat entre la CEIC et les Commissions de formation professionnelle. Cette formation est dispensée prioritairement dans les établissements publics de formation. Les achats de formation sur mesure d'inscrivent dans le cadre des programmes suivants de la Planification de l'emploi: Intégration professionnelle, Développement de l'emploi, Acquisition de compétences, Pénuries de main d'œuvre et Développement des collectivités.

QUÉBEC

PROJETS DE RECHERCHES/ÉTUDES (1988-1989)

TITRE DU PROJET

LE TRAVAIL AU NOIR OU L'ÉCONOMIE
SOUTERRAINE

DESCRIPTION

Il s'agit ici d'un rapport de mission dont l'objectif était de recueillir les informations les plus récentes relativement aux recherches, aux politiques et aux mesures concernant le travail clandestin. À cette fin, des rencontres ont eu lieu avec des chercheurs et des administrateurs directement impliqués dans ce dossier dans l'État de New-York et à Washington. Le rapport résume donc les entrevues effectuées auprès du FBI, d'Internal Revenue Service, du Rand Corporation, du Bureau of Labor Statistics, du Bureau of Economic Analysis et du Federal Reserve System. M. Peter Guttman, spécialiste en la matière, a également été rencontré.

Le rapport de mission permet de mieux cerner le concept du travail au noir et contribue à mettre en lumière l'incidence de ce phénomène sur l'économie québécoise.

ÉCHÉANCIER

Terminé en mars
1989

RESPONSABLES

M. Normand Roy
M. Régent Chénard

LA PME AU QUÉBEC

(91 pages)

Ce rapport s'inscrit dans le contexte des études réalisées dans le cadre du projet:

"Nouvelle organisation industrielle" de l'Institut international d'études sociales. Le rapport retient quelques caractéristiques de base pour situer la problématique de la P.M.E. au Québec. D'abord, il situe l'importance croissante des P.M.E. dans l'économie du Québec. Il étudie leur contribution à la création d'emplois, examine la qualité des emplois offerts par les P.M.E. et les problèmes particuliers de ressources humaines que vivent les P.M.E. Il traite de la question de l'innovation dans la P.M.E., aborde les thèmes de la R.D. et de l'adoption de nouvelles technologies. Les questions du rôle de la P.M.E. dans le développement économique et celles des facteurs socio-économiques favorisant l'éclosion de l'entrepreneursip sont également abordées.

Terminé et édité
par le M.M.S.R.
mai 1988 et par
l'IIIES (Genève)
1989.

M. Gabriel Laroche
M. Alfred Cossette

QUÉBEC

PROJETS DE RECHERCHES/ÉTUDES (1988-1989)

TITRE DU PROJET	DESCRIPTION	ÉCRÉANCIER	RESPONSABLES
LA CONCEPTION ASSISTÉE PAR ORDINATEUR INCIDENCE SUR L'EMPLOI ET LE TRAVAIL (95 pages)	Cette étude trace un projet de la situation incluant une description des technologies en question et des données sur leur diffusion actuelle, leur utilisation à moyen terme et leur effet probable sur l'emploi par secteur et par profession.	Terminé et édité par l'Éditeur officiel, 4^e trimestre 1988.	M. Gabriel Laroche Mme. Carmelle Benoit
LES MACHINES À COMMANDE NUMÉRIQUE ET LES ROBOTS. INCIDENCE SUR L'EMPLOI ET LE TRAVAIL (137 pages)	Cette recherche porte sur l'incidence de deux technologies, celles des machines-outils à commande numérique et des robots, en regard de l'emploi et des conditions de travail. Treize (13) entreprises québécoises ont fait l'objet d'études de cas approfondies. Les résultats démontrent qu'il n'existe pas de déterminisme technologique et que les impacts des nouvelles technologies sont liés aux modalités d'implantation et à l'organisation du travail privilégiées par les entreprises. Gestionnaires, travailleurs, responsables gouvernementaux trouveront également des informations pertinentes sur les questions relatives à la formation, au recyclage et à l'adaptation de la main-d'œuvre, des données sur les conditions générales de travail, de même que des projections sur le développement des technologies.	4^e trimestre 1988. Publié par les "Publications du Québec"	Mme. Carmelle Benoit M. Gabriel Laroche
LA RECHERCHE D'EMPLOI : EXPÉRIENCE ET BESOINS DES CLIENTÈLES	Cette étude vise à définir les besoins et comportements des personnes à la recherche d'un emploi à l'égard du marché du travail. Les chômeurs de longue durée font l'objet d'une analyse particulière. L'étude produit également des informations permettant d'articuler une meilleure adéquation des services et programmes de main-d'œuvre offerts par les réseaux Travail-Québec en fonction des besoins des clientèles visées.	Publié par le M.M.S.R. février 1989 disponible à l'interne.	M. Luc Parent

QUÉBEC	PROJETS DE RECHERCHES/ÉTUDES (1988-1989)				
TITRE DU PROJET	DESCRIPTION	ÉCHÉANCIER	RESPONSABLES		
IMPACTS DES CHANGEMENTS TECHNOLOGIQUES DANS LE SECTEUR ÉCONOMIQUE DU QUÉBEC:	Cette étude présente les points saillants des études sectorielles* sur les questions: niveau global d'emploi, impact sur la main d'oeuvre, structure des professions, formation et précision des avenues possibles.				
PERSPECTIVE DE MAIN-D'OEUVRE	L'étude vise, par le biais d'une enquête auprès des entreprises, à obtenir de l'information permettant d'apprécier certains effets directs et indirects de la loi abolissant la retraite obligatoire. Les renseignements obtenus offrent un portrait représentatif de la situation sur le marché de l'emploi au Québec de la main-d'oeuvre âgée.	Terminé, publié au M.M.S.R. en janvier 1989 et par l'éditeur officiel bientôt.	Mme Chantal Martel M. Noël Boulfiame		
INCIDENCE DE LA LOI ABOLISSANT LA RETRAITE OBLIGATOIRE					
LES SANS-ABRI AU QUÉBEC	Il s'agit d'une étude réalisée en 1987-1988 visant à mieux connaître les caractéristiques des sans-abri, à faire l'inventaire des ressources du milieu et à décrire les différents profils d'itinérances afin de permettre d'évaluer des mesures et des services d'aides à ces clientèles.	Terminé février 1988. Distribué sur demande par le M.M.S.R.	Mme Carmelle Benoit M. Daniel Lelande		
LA PAUVRETÉ AU QUÉBEC: SITUATION RÉCENTE ET ÉVOLUTION DE 1973 A 1986	L'étude présente de nombreux indicateurs de la situation de la pauvreté au Québec qui permettent de mesurer plusieurs aspects de la pauvreté ignorés jusqu'ici et ouvrent ainsi aux décideurs la voie à différentes options pour réduire la pauvreté.	Avril 1989	M. Régent Chassard M. Eric Gervais M. Daniel Lelande M. Arnold Beaudin		
LA GESTION DES RESSOURCES HUMAINES AU QUÉBEC (en cours)	Il s'agit d'une étude de type bilan du phénomène. Le projet vise à établir un portrait des pratiques de gestion des ressources humaines au Québec, à étudier les besoins des PME en cette matière et à relier leur performance économique à leur performance sociale.	Mars 1990	Mme Carmelle Benoit Mme Marie-Diane Rousseau		
	*L'étude d'impact des changements technologiques sur l'emploi et les professions dans l'ensemble des activités économiques au Québec a donné lieu à la réalisation, par des consultants universitaires, à une soixantaine de monographies sectorielles et professionnelles avec le support financier du M.M.S.R., du B.S.O., du M.E.R. et du H.E.S.S.				

QUÉBEC

PROJETS DE RECHERCHES/ÉTUDES (1988-1989)

TITRE DU PROJET

PERSPECTIVE DE L'EMPLOI DANS LE
SECTEUR DE L'ENVIRONNEMENT

DESCRIPTION

Le projet vise à évaluer les perspectives de création
d'emplois liées au développement de ce secteur, à préciser
les groupes professionnels touchés et faire ressortir,
s'il y a lieu, les besoins de formation et d'adaptation.

ÉCHÉANCIER

Septembre 1990

RESPONSABLES

M. Noël Bouliane
M. Jules Bergeron

QUÉBEC	AUTRES ANALYSES ET ÉTUDES RÉCURRENTES (1988-1989)	TITRE DU PROJET	DESCRIPTION	ÉCHÉANCIER	RESPONSABLES
PERSPECTIVES DU MARCHÉ DU TRAVAIL 1989-1990	A partir des prévisions macro-économiques fournies par les différents organismes comme le Conference Board, on établit des prévisions à court terme (2 ans) du marché du travail au Québec et dans ses régions. Ces prévisions portent sur des indicateurs généraux (emploi, chômage, taux de chômage, population active) et sur l'emploi selon les secteurs d'activité économique (42 secteurs).	SURPLUS ET PÉNURIES DE MAIN-D'ŒUVRE	Ces prévisions de déséquilibres (surplus ou pénuries) au niveau des groupes professionnels sont utilisées dans le cadre de l'estimation des besoins de formation professionnelle. De plus, les résultats de l'exercice seront publiés afin d'informer l'ensemble des agents économiques sur l'évolution à court terme du marché du travail par groupe professionnel et pour certaines professions.	Juin 1989	
BULLETIN RÉGIONAL		Publication sur une base trimestrielle (avril, juillet, octobre, janvier) d'un bulletin couvrant chacune des régions du Québec. Ce bulletin est composé de 4 parties:	- la conjoncture et le marché du travail; - l'emploi sectoriel et la rémunération; - les indicateurs opérationnels et sous-régionaux; - une étude sur des sujets particuliers du marché du travail régional.	Avril, juillet, octobre et janvier	
CARTIER DE STATISTIQUES DU MARCHÉ DU TRAVAIL - QUÉBEC ET RÉGIONS	Rendre compte de l'évolution de tous les indicateurs du marché du travail depuis 1976 au double niveau national et régional par sexe et groupe d'âge.		Ce cahier, d'utilisation facile, constitue un recueil quasi-exhaustif des statistiques sur le marché de travail.	Septembre 1989	
ARTICLE SUR LES FINISSANTS DU SECONDAIRE PROFESSIONNEL ET LE MARCHÉ DU TRAVAIL	Cet article vise à évaluer l'intégration des jeunes finissants au marché du travail. Les données utilisées servent également d'input pour d'autres travaux tels que les prévisions des déséquilibres de main-d'œuvre par profession.			Septembre 1989	

QUÉBEC

AUTRES ANALYSES ET ES ÉTUDES RÉCURRENTES (1988-1989)TITRE DU PROJETANALYSE MENSUELLE DU MARCHÉ DU
TRAVAILDESCRIPTION

Ce projet consiste en une analyse de l'évolution des principaux indicateurs du marché du travail au Québec. Cette analyse se concrétise par:

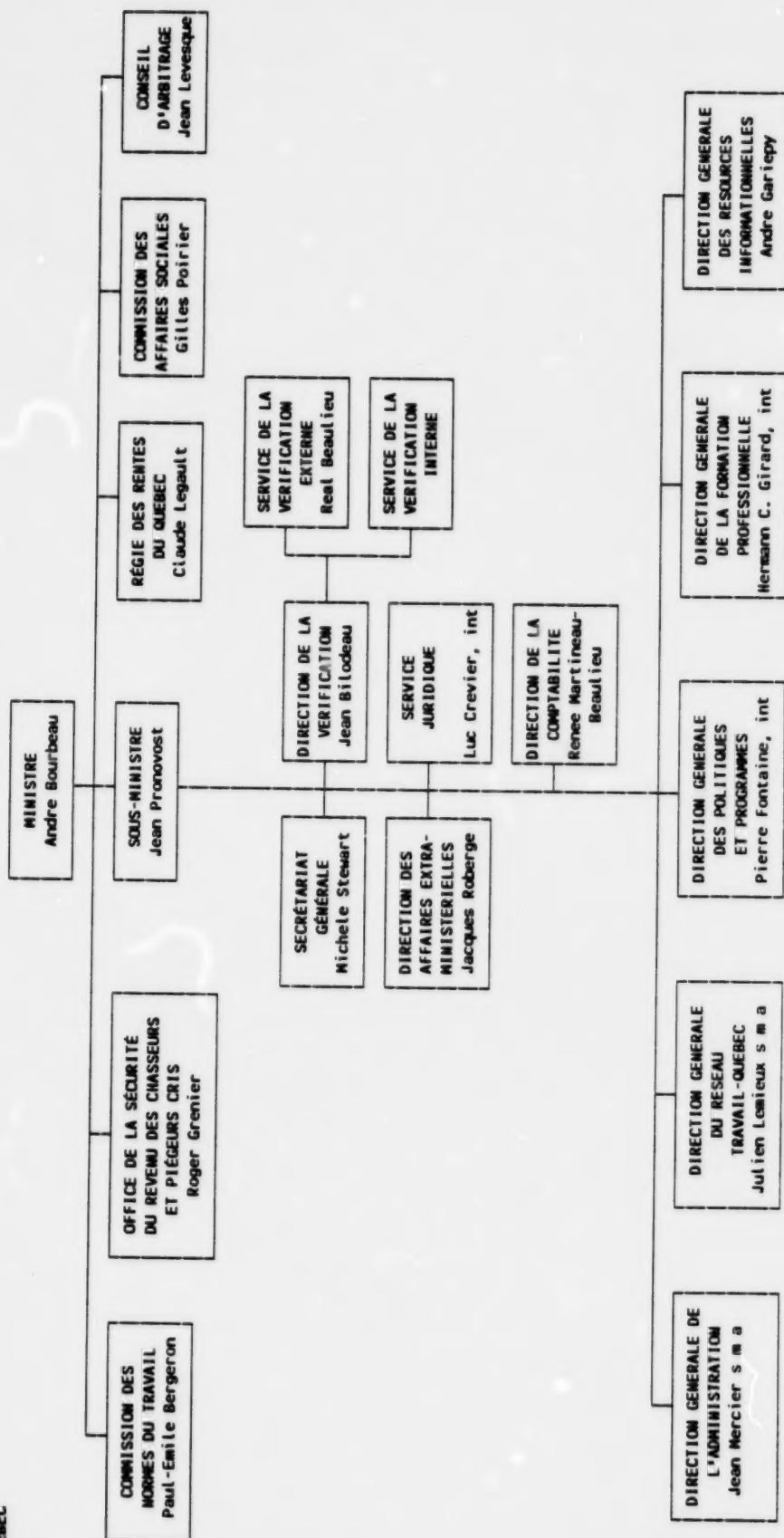
- La rédaction d'un communiqué mensuel servant de résumé-synthèse aux gestionnaires du Ministère ainsi qu'aux lecteurs de l'ex-communiqué du M.I.C.
- La rédaction du texte mensuel de la partie I de la revue "Le marché du travail" éditée par le ministère du Travail.

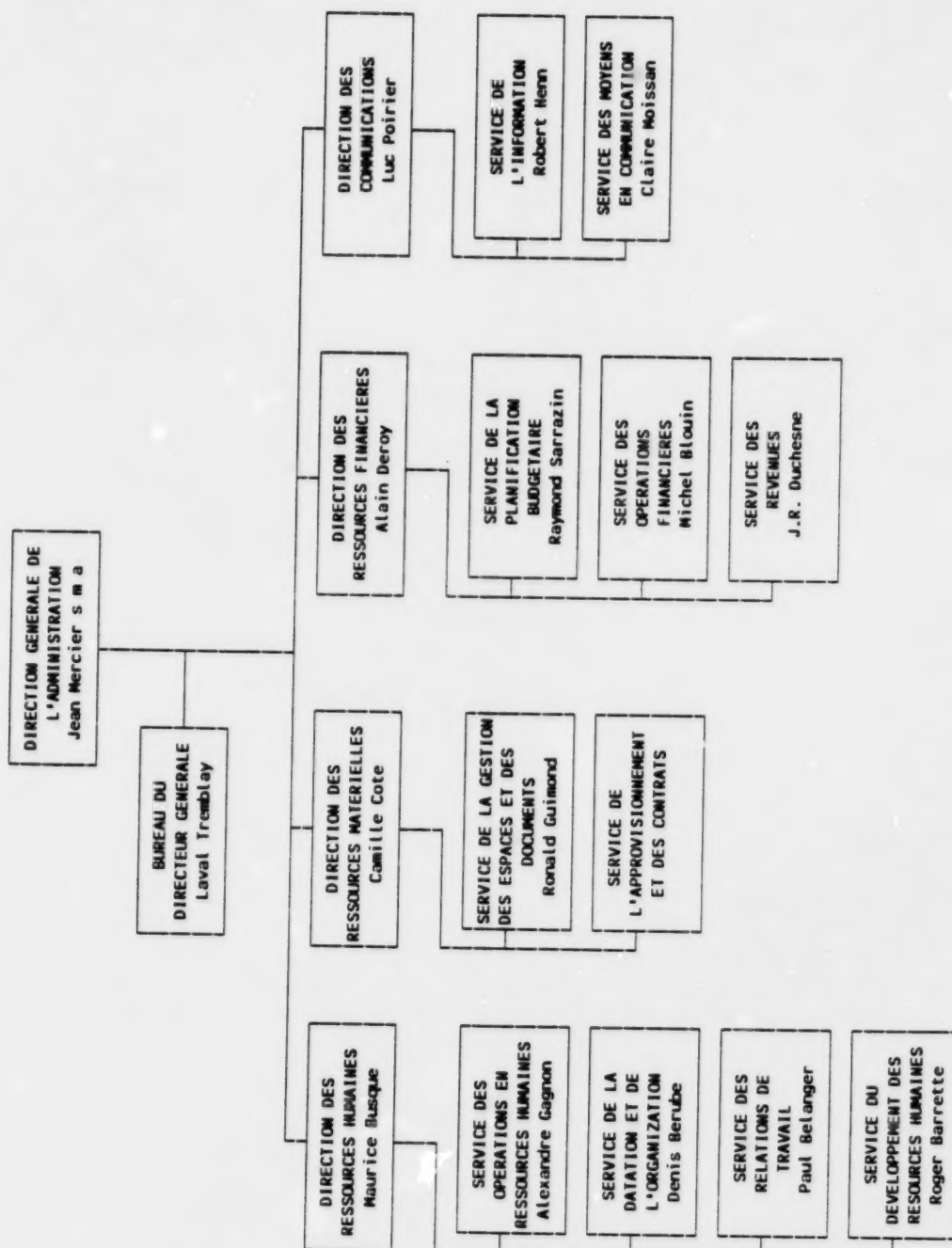
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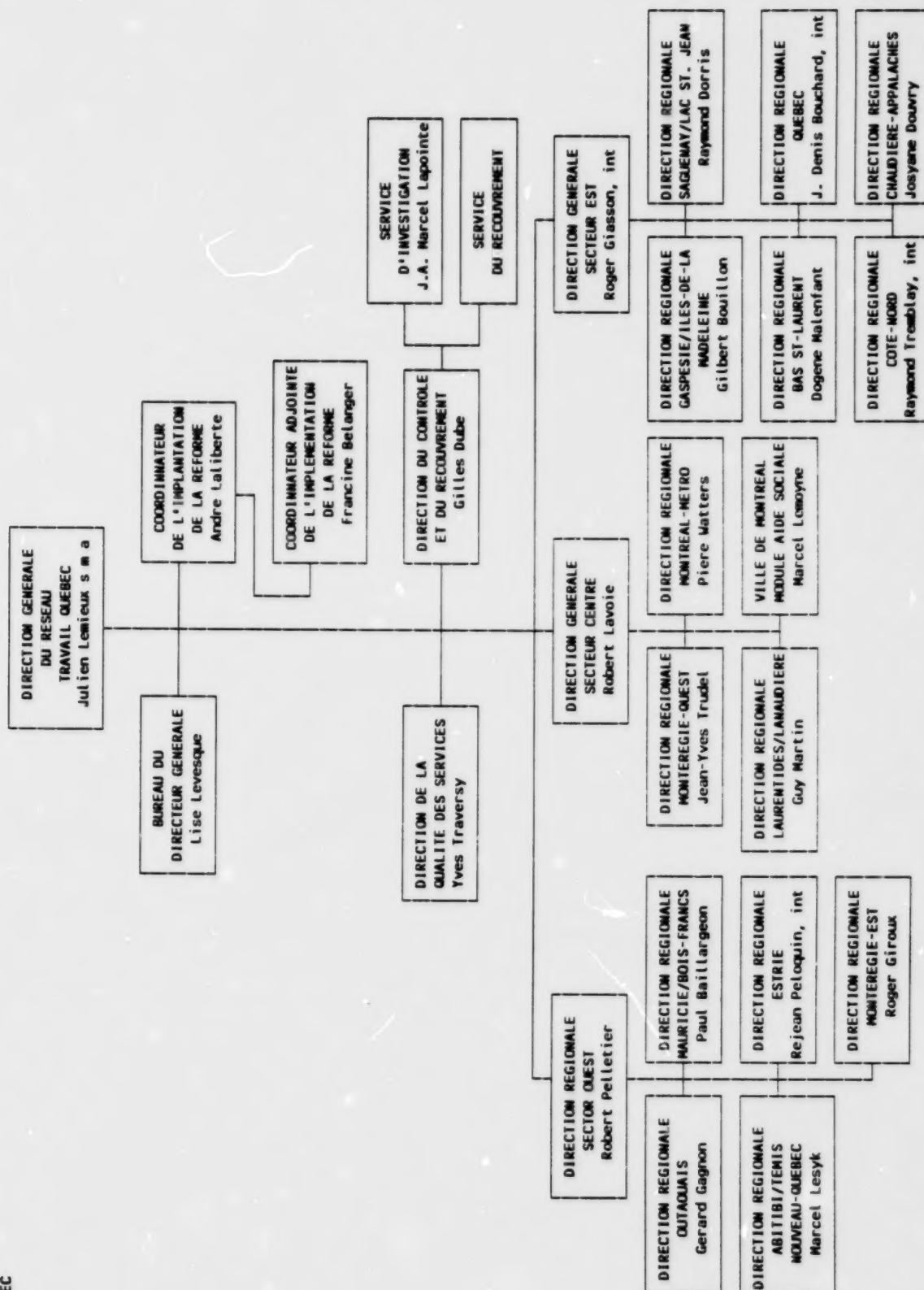
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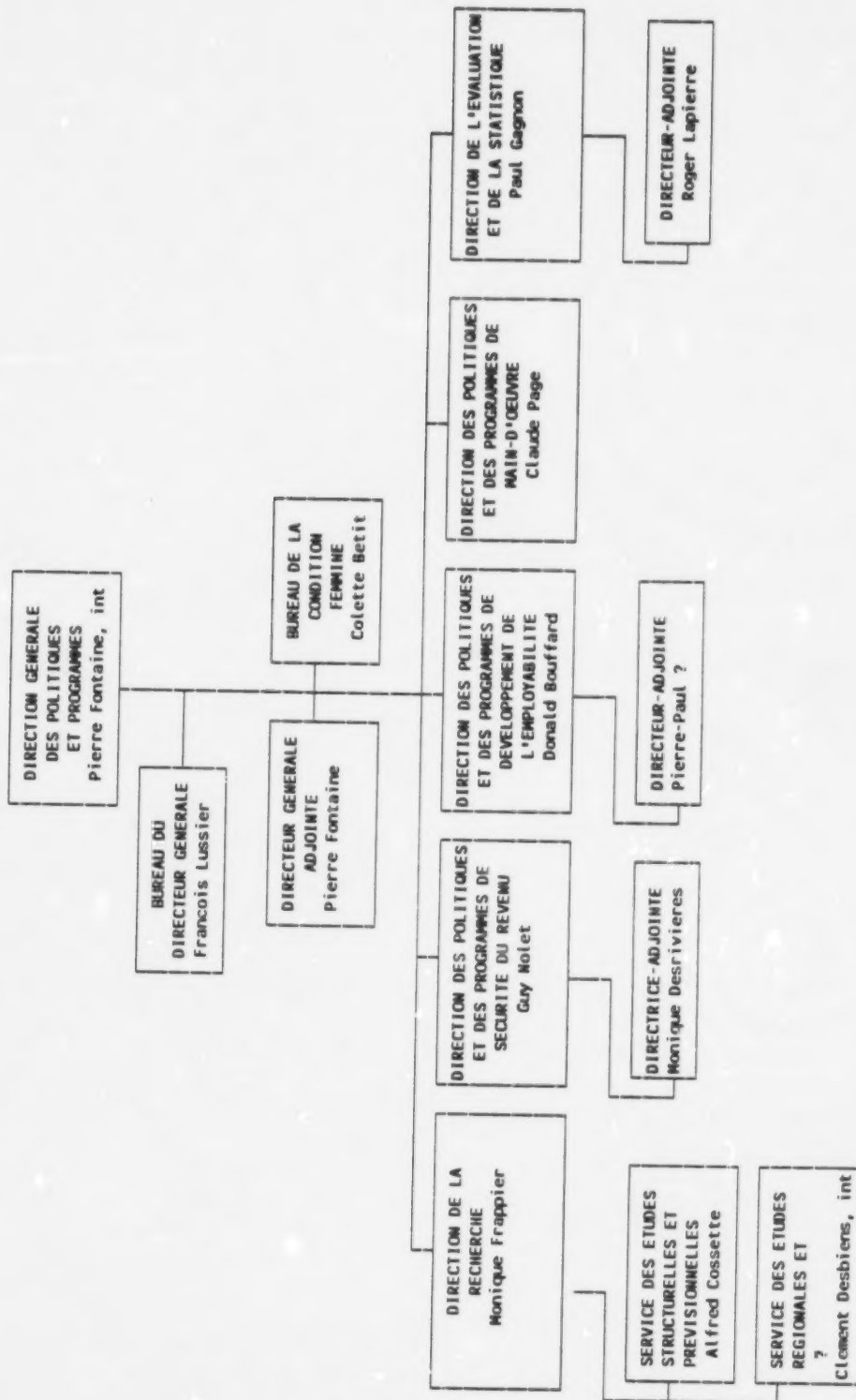




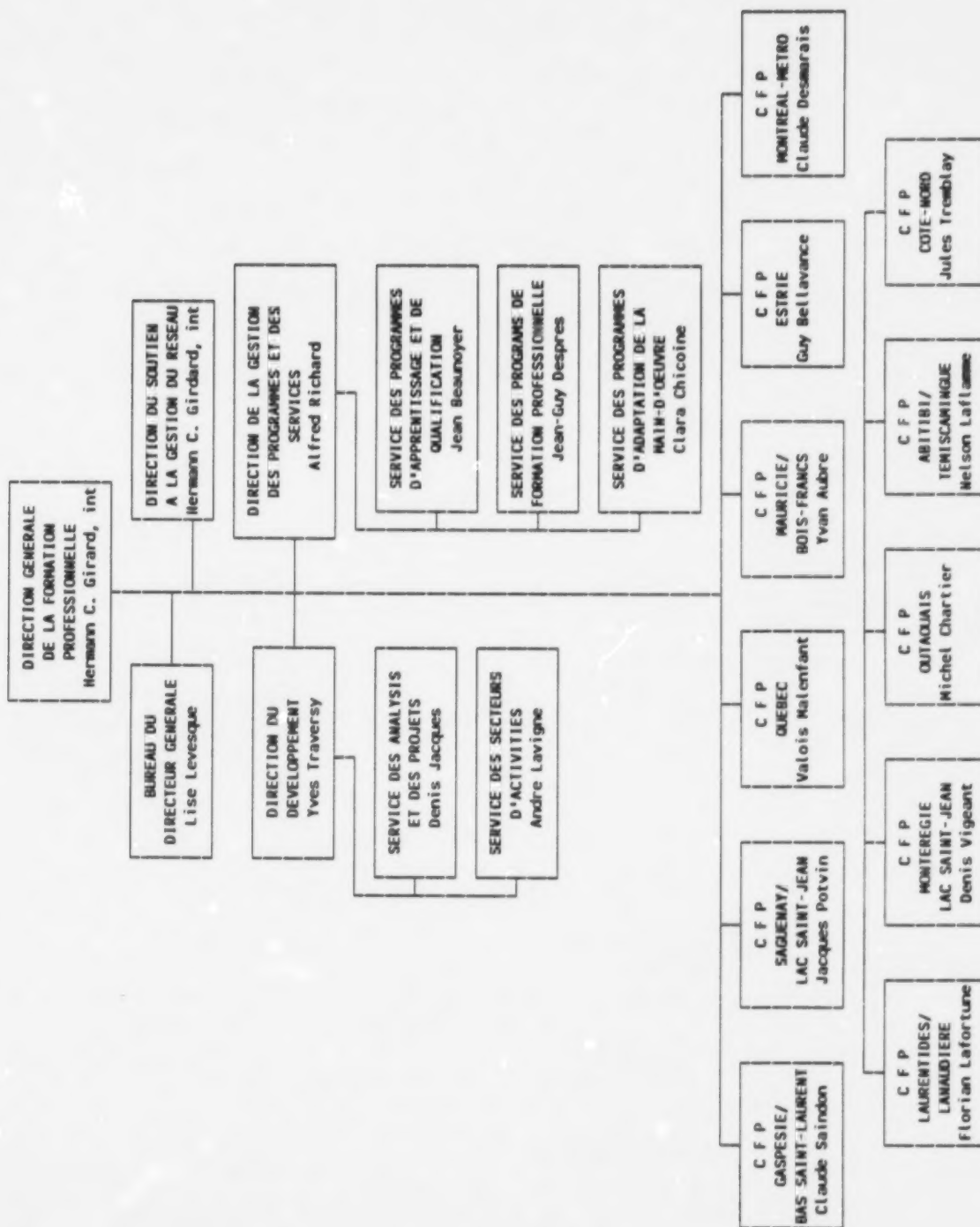
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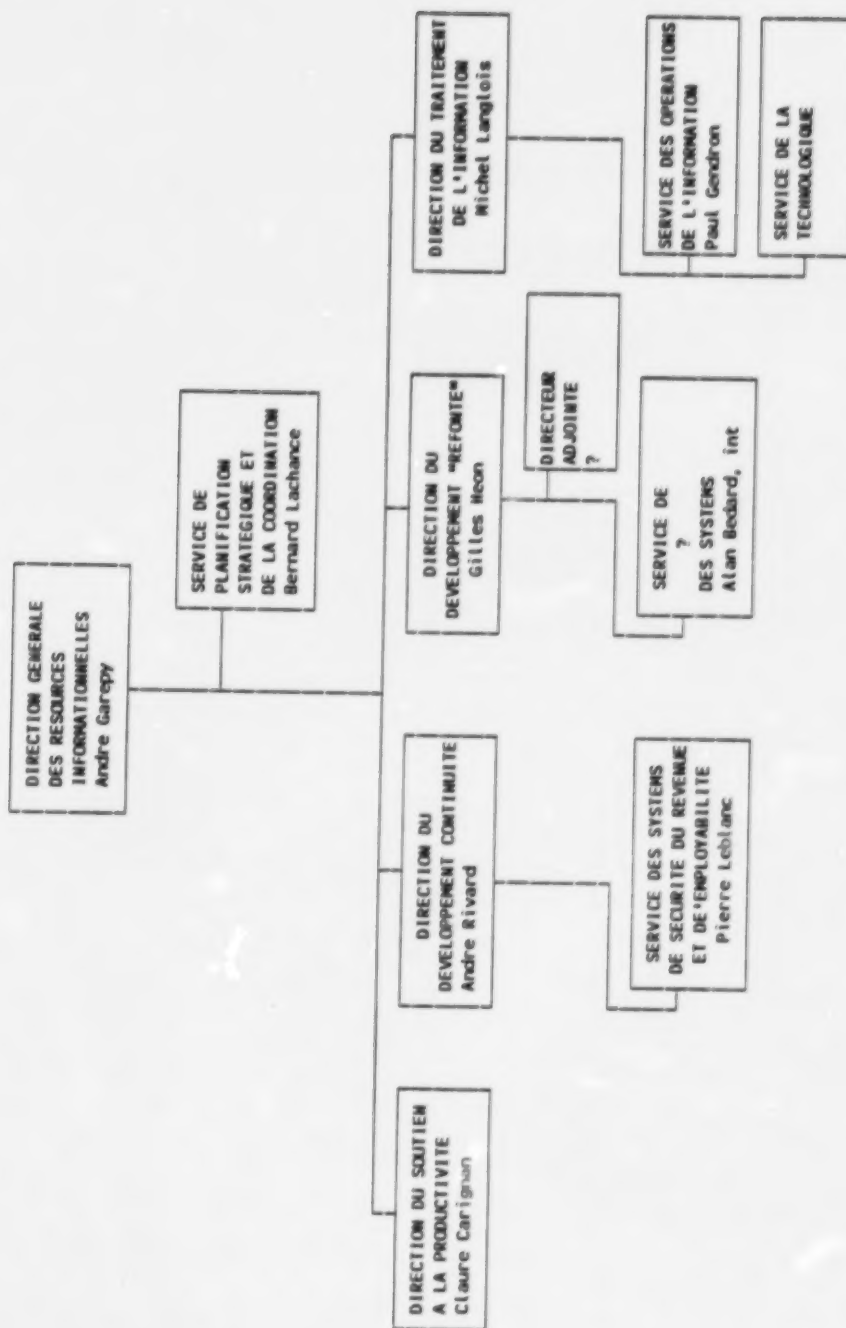


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Jurisdictional Overview

A. In Québec, labour market issues are primarily the responsibility of the Ministère de la Main-d'oeuvre et de la Sécurité du revenu. However, other departments and Quebec government agencies involved in Manpower issues include:

- the Ministère du Travail;
- the Ministère des Communautés culturelles et de l'Immigration;
- the Commission de la santé et de la sécurité du travail;
- the Office de la construction du Québec;
- the Commission des normes du travail;
- the Cree Hunters and Trappers Income Security Board;
- the Conseil consultatif du travail et de la main-d'oeuvre;
- the Commission des affaires sociales;
- the Régie des rentes du Québec;
- the Conseil des services essentiels;
- the Secrétariat à la condition féminine.

MINISTÈRE DE LA MAIN-D'OEUVRE ET DE LA SÉCURITÉ DU REVENU

Historically, issues related to manpower and income security formed part of the mandate of the Ministère du Travail and the Ministère des Affaires sociales. The Department as such was created on December 16, 1982 when the Act respecting the Ministère du Travail, de la Main-d'oeuvre et de la Sécurité du revenu was replaced by the Act respecting the Ministère de la Main-d'oeuvre et de la Sécurité du revenu (R.S.Q., c. M-33). It should also be mentioned that, at the same time, the Act respecting the Ministère du Travail (R.S.Q., c. M-32.1) resulted in the creation of a separate Ministère du Travail.

Against this changing background the Department was given responsibility for legislation concerning social aid, allowances and insurance, hitherto the preserve of the Minister for Social Affairs. In addition to some twenty acts for which it was already responsible, the Department was given charge of the following six acts: The Social Aid Act, the Family Allowances Act, the Act respecting the Commission des affaires sociales, the Act respecting the Québec Pension Plan, the Act respecting supplemental pension plans, the Act respecting income security for Cree hunters and trappers who are beneficiaries under the agreement concerning James Bay and Northern Québec. As a direct consequence, the Minister obtained responsibility for the following agencies: the Commission des affaires sociales, the Commission des normes du travail, the Régie des rentes du Québec and the Office de la sécurité du revenu des chasseurs et piégeurs cris.

In 1984, following the publication of a Government Position Paper on continuing education conferring on the Department a leading role in the orientation, development and implementation of government intervention in the field of manpower vocational training, a General Branch of Vocational Training was created within the Department.

In this way the Department came to have an extensive mandate comprising several sectors of governmental activity related to manpower, employment and income security.

The government's decision to confer responsibility for income security on the Department rests on the following principles:

An income security policy, based on respect for and the development of the individual within society, must try to guarantee income security, as far as possible, by means of the income each individual may obtain by working. Consequently, the primary objective of such a policy is to facilitate the entry into the labour market of everyone who is able to work.

Furthermore, society must accept responsibility for providing a minimum level of income for those people who are prevented from entering the labour market for certain specific reasons or as a result of socioeconomic circumstances. In an attempt to adhere to the basic objective, namely to allow as many as possible to achieve independence by means of reasonably paid employment, it is therefore necessary that resources being used to support or maintain income are also used to try, as far as possible, to encourage those who are able to work to return to the labour market.

In order to meet these principal objectives, the Department must ensure the policies and programs it implements are well coordinated and in keeping with the needs of the following three groups:

- those who are faced with major difficulties as far as obtaining employment is concerned, and who, as a result, are unable to enter the labour market and require financial assistance;
- those who, although not requiring financial assistance, call on the various agencies specializing in occupational qualifications, vocational training or employment;
- those who need financial assistance and, though capable of entering the labour market and available to do so, require services related to employment, vocational training or qualifications.

The Travail-Québec centres and the Vocational Training Commissions networks were introduced as representing the most appropriate means of achieving the primary objectives contained in the government's decision.

MINISTÈRE DU TRAVAIL

Created on March 11, 1931, under the Act to amend the acts respecting the organization of Departments (Statutes of Quebec, 21 George V, c. 19) the Ministère du Travail, throughout its legal history, has been known under different names according to the different mandates conferred upon it since its constitution.

When it was first created, it was known as the Département du Travail; subsequently it was called the Ministère du Travail, the name given to it on April 1, 1961 under the provisions of the Act respecting the executive power sanctioned on March 24, 1961 (Statutes of Quebec, 9-10 Elizabeth II 1960/1961, c. 12). On December 18, 1968, the adoption of the Act respecting the Ministère du Travail et de la Main-d'oeuvre (S.Q. 1968, c.43) changed the Department's name accordingly. Following the reorganization of several operational sectors in 1981 (An Act respecting certain departments, S.Q., 1981, c. 9), the Department was called the Ministère du Travail, de la Main-d'oeuvre et de la Sécurité du revenu.

Finally, on December 16, 1982, the Ministère du Travail was officially created upon the adoption of the very law whereby it was constituted entitled An Act respecting the Ministère du Travail modifying other legislative provisions (S. Q., 1982, c. 53, which became chapter M-32.1 in the Revised Statutes of Québec).

By means of its activities and programs, the Ministère du Travail must serve to instigate and maintain healthy labour relations between management and unions, and promote dialogue between employers and employees. It must also ensure that safety norms related to public places and buildings and to technical installations are respected. In fact, since December 13, 1985, in accordance with the order in council number 2645-85 conferring new responsibilities upon the Minister of Labour concerning safety in public place and buildings, the Department's field of activities has grown following the implementation of various laws relating to housing.

MINISTÈRE DES COMMUNAUTÉS CULTURELLES ET DE L'IMMIGRATION

In 1968, the National Assembly passed the Act creating the Ministère de l'Immigration (M.I.Q.). In 1981, the Act formally establishing the Department was amended to include responsibilities for cultural communities and the M.I.Q. became the Ministère des Communautés culturelles et de l'Immigration (M.C.C.I.).

The law establishing the Department thus conferred upon it a dual mandate:

"... the planning, coordination and implementation of government policies respecting immigrants and foreign nationals who settle temporarily in Québec otherwise than as the representative of a foreign government or as an international civil servant. (Its) functions are to inform, recruit and select such persons, facilitate their settling in Québec and to ensure their harmonious integration into Québec society and more particularly with the francophone majority."

"... the planning, coordination and implementation of Government policies respecting the development of cultural communities and their full participation in Québec society. It is especially responsible for programs designed to maintain and develop original cultures and to ensure that cultural communities exchange with and draw closer to the francophone community."

COMMISSION DE LA SANTÉ ET DE LA SÉCURITÉ DU TRAVAIL

The Commission de la santé et de la sécurité du travail is the agency given responsibility by the government for the administration of its occupational health and safety plan. This agency allows for equal representation on both sides and its board of directors contains an equal number of workers' representative and Québec employers.

With regard to prevention-inspection, the Commission's role is to allow workers, employers and their associations to participate in improving health and safety conditions in the work place and to assume fully the rights acknowledged by law and the obligations imposed thereby. It is the sole authority in labour inspection issues.

Within the framework of its mandate concerning compensation, the Commission ensures that workers, who suffer employment injuries, together with victims of criminal acts or those who suffer while performing acts of good citizenship, receive all those services to which they are entitled. It is also responsible for indemnifying workers who are pregnant or who are breast feeding and have taken precautionary cessation of work.

As far as funding is concerned, the Commission has absolute authority to establish and collect contributions from employers who are obliged to contribute to its accident fund.

The different mandates of the CSST are governed by the acts it administers:

- The Act respecting occupational health and safety (R.S.Q., c. S-2.1) created the Commission and conferred upon it its different mandates;
- the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.0001) put in place a new plan for compensation for employment injuries replacing, as of August 19, 1985, the plans provided for under the Workmen's Compensation Act and under the Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries;
- the Workmen's Compensation Act (R.S.Q., c. A-3) includes provisions for an indemnification scheme in respect of any industrial accident or any death occurring before August 19, 1985 as well as any occupational disease, if a claim has been submitted in respect thereof before this date;
- the Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries (R.S.Q., c. I-7) includes provisions for a special indemnification plans for workers in mines and quarries who suffer from asbestosis or silicosis. Those who were receiving a pension under this Act before August 19, 1985 continue to do so;
- the Crime Victims Compensation Act (R.S.Q., c. I-6) and the Act to promote good citizenship (R.S.Q., c. C-20) are based on the same principles respecting indemnification as the Workman's Compensation Act;

the Act respecting compensation for Government employees (R.S.C. 1970, vol. IV, c. G-8), is a federal act within whose framework the CSST calculates the indemnities to be paid to federal government employees in accordance with rates and conditions contained in the provincial act.

OFFICE DE LA CONSTRUCTION DU QUÉBEC

The Office de la construction du Québec is a government related agency by means of whose good offices a favourable work climate is fostered in the construction industry in collaboration with employers' and employees' representatives together with various government and para-governmental authorities.

More specifically, the principal duties conferred upon the OCO by the legislature are the following:

- To ensure that collective agreements or decrees governing working conditions are correctly applied.
- To administer complementary fringe benefit plans.
- To ensure that the Regulation respecting the placement of employees in the construction industry is applied.
- To ensure that certain provisions under the Regulation respecting the vocational training and qualification of manpower in the construction industry are respected.
- To organize votes on union membership.

COMMISSION DES NORMES DU TRAVAIL

The Commission des normes du travail is a body set up under the Labour Standards Act on April 16, 1980. It is responsible for ensuring that the National Holiday Act is observed and also has a mandate for overseeing the implementation of and the adherence to working conditions provided for in the Labour Standards Act and in the regulations introduced under this Act. The Commission's principal functions are the following:

- to inform the population on matters dealing with labour standards;
- to supervise the application of labour standards and, where necessary, transmit its recommendations to the Minister;
- to receive complaints from employees and indemnify them to the extent provided under this act and the regulations.

CREE HUNTERS AND TRAPPERS INCOME SECURITY BOARD

The Cree Hunters and Trappers Income Security Board is an autonomous body established to administer an income security program for Cree Hunters and Trappers. The Board makes representations to the Québec government through the good offices of the Minister of Manpower and Income Security.

The program's main objective is to provide guaranteed income, benefits and other measures intended to encourage the Cree to pursue the harvesting of wildlife and related activities as a way of life.

This income security program is the first of its kind to have been introduced, not only in Québec, but also in North America.

CONSEIL CONSULTATIF DU TRAVAIL ET DE LA MAIN-D'OEUVRE

The Conseil consultatif du travail et de la main-d'oeuvre is a body for study and consultation on December 18, 1968¹ to replace the Conseil superieur du travail. The Council represents a regular meeting place where the principal social partners and the State can discuss any matter related to collective or individual labour relations, labour standards, manpower, health and safety at work and income security.

Apart from the president and the secretary, who are employed on a full time basis, the C.C.T.M. is composed of five persons chosen to represent the most representative associations of employees. It also includes the Deputy Minister of Labour and the Deputy Minister of Manpower and Income Security. In addition, the Minister of Labour, at the request of the C.C.T.M., may add to the Council as many temporary C.C.T.M. members as are necessary to ensure the efficient administration of the work groups.

The principal mission of the Conseil consultatif du travail et de la main-d'oeuvre is established under the act bringing it into being and consists of:

- a) Advising the Minister of Labour and the Minister of Manpower and Income Security on any question that either Minister submits to it respecting matters within his jurisdiction.
- b) Undertaking the study of any question appertaining to the field of labour and manpower.
- c) Causing such studies and research to be carried out as it deems useful or necessary for the pursuit of its objects.
- d) Inviting opinions and suggestions from the public on any question of which it is about to make or is making a study.
- e) Submitting recommendations to the Minister of Labour or to the Minister of Manpower and Income Security on any question it has decided to study on its own initiative.
- f) Constituting special committees for the study of particular questions and directing them to collect pertinent information and to report their findings and recommendations to the Council.

These committees are composed of members of the Council and resource persons and experts who have been accorded the status of temporary members.

Over the years, the Council has had various specific mandates. These mandates are in accordance with labour legislation provisions and certain governmental orders in council. The C.C.T.M. has been given other mandates as a result of ministerial decisions.

COMMISSION DES AFFAIRES SOCIALES

The Commission des affaires sociales has been in existence since August 1, 1975. Its composition, jurisdiction, powers and the procedure governing it are dictated by a single act, the Act respecting the Commission des affaires sociales (R.S.Q., c. C-34).

¹

An act respecting the conseil consultatif du travail et de la main-d'oeuvre, R.S.Q. C. 55.

The Commission is an independent, autonomous body. Its function is to act as a last instance administrative tribunal and hear appeals and requests brought before it by persons who are dissatisfied with decisions made by various governmental bodies concerning them. Consequently it hears appeals or requests about decisions made by social aid regional offices, the Régie des rentes du Québec, the Commission administrative des régimes de retraite et d'assurances, the Régie de l'assurance automobile du Québec, the Régie de l'assurance-maladie du Québec (review boards), the Commission de la santé et de la sécurité du travail, the Cree Hunters and Trappers Income Security Board, the Office des personnes handicapées du Québec and the Office des services de garde à l'enfance.

The Commission sits in six divisions:

- the social aid and allowances division;
- the mental patients protection division;
- the health services and social services division;
- the pension plan division;
- the rescuers and crime victims compensation division;
- the automobile insurance division.

In order to consider appeals or requests brought before it, the Commission holds hearings in the various administrative regions in Québec. These are normally public hearings in which the members and assessors hear evidence and representations from the parties to the dispute and subsequently render a decision which must be in writing and must state the reasons on which it is based.

Between its creation on August 1, 1985, and April 1, 1987, the Commission had heard 51,551 appeals and requests from persons who were dissatisfied with various decisions.

RÉGIE DES RENTES DU QUÉBEC

Created in June 1965, the Régie des rentes du Québec is a government body whose titular head is the Minister of Manpower and Income Security. The Board has the general powers of a corporation and such specific powers as are granted to it by the laws it administers.

The charter of the Régie des rentes du Québec is framed in extracts from two acts:

- title II of the Act respecting the Quebec Pension Plan;
- division II of the Act respecting supplemental pension plans.

The Board is administered by a board of directors consisting of twelve members including the president. The members of the board of directors, who come from different operational sectors, are appointed by the government for a three-year term while the president, who also assumes the role of general manager, is appointed for a term of ten years.

In accordance with its principal founding act, the Régie des rentes du Québec assures the administration of the Act respecting the Québec Pension Plan. It also assures the administration of two other programs for which it has responsibility: the Act respecting supplemental pension plans and the Québec Family Allowances Act.

In its administrative capacity it ensures that the programs meet and evolve in keeping with the needs of the public, that the services available are effective and efficient and that the public benefits fully and without hindrance from the programs offered to it. Lastly, the Régie des rentes ensures that subscribers and program beneficiaries are well informed particularly regarding their rights.

CONSEIL DES SERVICES ESSENTIELS

With the adoption of Bill 72¹ in June 1982, the government created the Conseil des services essentiels and broadly defined its jurisdiction. The Council can intervene in conflicts in public services such as towns or municipalities, telephone companies under provincial jurisdiction, public transport, refuse collection, transport by ship or by ambulance as well as Hydro-Québec and Gaz Métropolitain.

With the adoption of Bill 37² in June 1985, the Council's jurisdiction is expanded to encompass user services to be guaranteed in the event of a strike in a hospital centre, a reception centre, a shelter or rehabilitation centre, a local community services centre or social services centre. Under this law's provisions, the percentage of employees bound to provide services during a strike in the social affairs' network is calculated on the basis of the type of establishment.

It is the Council's duty to ensure that the community continues to be offered services whenever workers exercise their right to strike in the public sector or in a health care or a social services establishment. In order to accomplish this, the Council promotes close collaboration between unions and employer's groups, and the ratification of agreements on services to be maintained in the event of a strike.

One of the Council's tasks is to assess whether agreements are adequate or, if necessary, to assess the lists submitted by the unions in the event of a strike in a public service or in an establishment belonging to the social affairs network.

Along with its new jurisdiction in the area of health care, in 1985, the Council was awarded remedial powers. These new powers apply equally in the public and parapublic sectors and in public services, in case of illegal lock-outs, strikes or slowdowns. They also apply whenever essential services are not respected in the course of a strike or if a conflict jeopardizes or is likely to jeopardize a service to which the public is entitled.

SECRÉTARIAT À LA CONDITION FÉMININE

Besides acting as an analyst and an adviser in matters and legislation relating to the status of women, the Secrétariat à la condition féminine is in charge of coordinating interministerial activities and participates in working parties responsible for developing, assessing or proposing government policy and intervention.

The Secrétariat ensures the implementation of planning activities and that the government action plans relating to the status of women are followed up. It has also been given responsibility for the implementation of an action plan promoting equal employment opportunity programs for women.

Lastly, in conjunction with other departments, the Secrétariat ensures that a Franco-Québec agreement on women's rights is upheld; the agreement covers the following topics: the desexualization of school text books and teaching methods, the representation of women in the media, women entrepreneurs, agriculture and professional equality.

1 An act to amend the Labour Code, the Code of Civil Procedures and other legislation (S.Q., 1982, c. 37).

2 An Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (S.Q., 1985, c. 12).

B. ORGANIZATIONAL STRUCTURE OF THE M.M.S.R.

As can be seen from the following general organizational chart, the Department is divided into five main divisions:

- the General Branch of policies and programs;
- the General Branch of administration;
- the General Branch of information resources;
- the General Branch of vocational training;
- the General Branch of the Travail-Québec network.

This last named branch covers the whole of Québec by means of 15 regional branch offices and 133 service outlets including 108 Travail-Québec centres, 20 social aid offices operated by the City of Montréal and five employability enhancement centres within the territory of the City of Montréal.

1. MANAGEMENT OF THE DEPARTMENT (DEPUTY MINISTER)

The Deputy Minister advises the Minister of Manpower and Income Security on issues related to the conception, development and administration of policies, programs, measures and services related to manpower and income security and manages the Department's human resources in keeping with the Government's general policies.

2. GENERAL BRANCH OF POLICIES AND PROGRAMS

The General Branch of policies and programs is responsible for conceiving and developing the Department's orientations, policies and programs in matters relating to manpower, income security and employability enhancement while taking into account the Government's orientations, policies and priorities in these areas.

Specific Responsibilities

1. To formulate orientation projects and establish development priorities for the Department's policies and programs in keeping with the Government's policies with regard to manpower, income security and employability enhancement while, at the same time, taking into account the Department's policies and the needs of its clients.
2. To recommend the courses of action to be adopted with regard to strategic planning research, assessment, manpower, income security and employability enhancement policies and programs.
3. To integrate and coordinate activities related to conception, development, consultation and cooperation with and among the Department's internal and external partners.
4. To participate in the formulation of Québec's positions and strategies with respect to any matter for discussion with the federal or provincial governments coming under any area that is the jurisdiction of the Department.
5. To ensure that the Department's orientation and policies coincide with those of other departments and government agencies.
6. To ensure that the Department's policies, programs and measures are duly assessed.
7. To advise the Department on the formulation of its positions on issues related to cooperation and sharing responsibilities and the financing of manpower, income security and employability enhancement programs with other government agencies.

3. GENERAL BRANCH OF ADMINISTRATION

The General Branch of Administration provides the necessary backup for the Department's administrative divisions in matters relating to human resources, finance, equipment and communications.

4. GENERAL BRANCH OF INFORMATION RESOURCES

The General Branch of Information Resources provides the administrative support necessary to ensure that all the Branch's activities and finances are correctly managed and supplies the necessary expertise in the field of communication media thus ensuring the technical and logistical support for activities related to information, publicity, public relations and distribution required in order to reach the Department's intended internal and external clientele.

5. GENERAL BRANCH OF VOCATIONAL TRAINING

The General Branch of Vocational Training is responsible for formulating, developing and administering measures, services and activities related to manpower vocational training and qualification, and for coordinating the management and backup of the network of manpower vocational training commissions; it assists in defining orientations, objectives, priorities and programs related to manpower vocational training and qualification.

Specific Responsibilities

1. To define and put forward orientations, objectives and priorities related to the reassessment of programs and to the development and reassessment of measures, services and activities related to manpower vocational training.
2. To set up the machinery for implementing and financing programs, measures, services and activities related to manpower vocational training and education and coordinate the implementation, follow-up and reassessment of these programs, measures, services and activities.
3. To take responsibility for the identification of needs related to vocational training and qualifications, giving due consideration to the consultation processes drawn up for this purpose and the structural analyses and forecasts related to the labour market.
4. To take responsibility for the planning of activities related to vocational training and qualifications, in accordance with the requirements of manpower and employers in Québec, with regard to Québec programs and to those provided for under the Canada/Québec Agreement on training in educational institutions and under the Jobs Strategy Agreement.
5. To participate in the formulation of the Québec government's positions and strategies with respect to intergovernmental agreements concerning manpower vocational training and qualifications.
6. To take responsibility for negotiating and implementing any Canada/Québec agreement and any interprovincial agreement relating to manpower vocational training and qualifications.
7. To take responsibility for, on behalf of Québec, administrative and financial commitments related to Canada/Québec accords or agreements concerning vocational training for adults.
8. To represent the Québec government on the joint committee set up under the Canada/Québec Agreement and to participate on behalf of the Board in any other committee related to manpower vocational training.
9. To represent the Québec government on the Interprovincial Coordinating Standards Committee and to participate in any other committee related to manpower vocational qualifications.
10. To coordinate information exchanges with other departments and provincial and federal agencies in order to provide adequate administration of programs related to manpower vocational training qualifications.
11. To participate in various consultative and integration measures set up by the Department and the Québec government.
12. To set up regional advisory committees by means of the manpower vocational training commissions and to ensure they operate correctly.
13. To participate with the Ministère de l'Éducation and the Ministère de l'Enseignement supérieur et de la Science in setting up and managing regional and national concordance tables.

14. To define orientations related to planning, organization and control of programs and resources allotted to the network of the manpower vocational training commissions.
15. To formulate a human resources development policy for the manpower vocational training commissions.
16. To direct and approve the activities of the manpower vocational training commissions and provide them with the technical and professional support required to enable them to carry out their activities.
17. To take part in formulating or revising laws and regulations related to manpower vocational training and qualifications.
18. To participate on behalf of the General Branch in program assessment, in the development and realization of experimental projects and in the analysis of data concerning management in the field of manpower vocational training and qualifications.

6. GENERAL BRANCH OF THE TRAVAIL-QUÉBEC NETWORK

The General Branch of the Travail-Québec network is responsible for the implementation and the administration of the Department's programs and services related to employment assistance, employability enhancement and income security throughout the Travail-Québec network.

C. M.M.S.R. ORGANIZATION CHART

QUÉBEC

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION (\$,000\$)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Community Works	26,600	12,882	12 months	Social aid clients aged 18 to 30 exclusively.	This program gives social aid clients the opportunity to use their skills in long-term community projects, while at the same time enabling them to maintain or enhance their employability. The projects should promote the production or distribution of goods for a community or of services promoting the well-being of individuals with common needs. The participants devote 80 hours per month to the project. In addition to regular social aid benefits they receive a lump sum payment covering participation, an allowance for any child care expenses, and an allowance paid by the project's promoter.
Bon d'emploi plus	12,600	3,074	10 to 18 months	Part 1 - Graduates receiving social aid for 6 months. Part 2 - Employment disadvantaged persons, i.e.: - those who have obtained the objectives of an employability enhancement program; - clients receiving social aid for 12 consecutive months.	This program permits employers to hire persons who hold a program eligibility certificate. This assistance is intended to: - make looking for a job easier for these persons by issuing them with a program eligibility certificate to be presented to employers; - provide a subsidy for the employer who abides by the conditions of the program and of the contract of employment. Those who participate under Part 2 are eligible for training measures.

QUÉBEC

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1986/89 ALLOCATION (\$,000s)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
The Joint Program for Alternative Work Schedules ("P.A.-C.T.T., French acronym)	236.3	27	12 months	Mainly the unemployed under age 30	The purpose of the program is to free jobs for the unemployed by promoting measures that favour a voluntary reduction of working time off by having employees share work schedules under an agreement between the employer and the employees. The program does not operate in the public and para-public sectors in Quebec or in the federal government sector. The Quebec government grants technical and financial assistance to enable companies to draw up a specific project and resulting from the application of the project. A subsidy, generally not in excess of \$7,500 is allocated to implement studies and to pay for the operating expenses of a management-union time sharing committee. A regional representative from the MESA participated on the committee as a technical advisor. However, the average subsidy per company, granted to cover the additional costs of freeing and replacing an employee must not exceed \$8,500 per person/year.
Program for Older Worker Adjustment (POWA)	Expenditures for this program will begin in 1989/1990		From the admission date to age 65.	Workers who are 55 years of age or over who are the victims of a major collective dismissal.	On October 6, 1986, the Minister of Employment Canada and the Quebec Minister of Manpower and Income Security signed an agreement respecting the implementation of the Program for Older Worker Adjustment (POWA). The object of the agreement is to give financial assistance to older workers following a permanent collective dismissal that has a negative impact on the community.
				Benefit Level Between \$600 and \$1,000 for the year 1988	

QUÉBEC

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION (\$,000s)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
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Program for Older Worker
Adjustment
(PQMA) (Continued)

Principal items of the program:

- Certification of layoffs, following studies by the PQMA Committee, is made jointly by the two ministers. These layoffs must have occurred after December 31, 1987. However, admissible layoffs in the industries that were designated in August 1986 under the Labour Adjustment Benefits program, the enforcement date of PQMA will be the expiry date found in the LAB program.

- Victims of certified collective dismissals must meet the following requirements on the date of the layoff to be eligible for benefits.

- be Canadian citizens or permanent residents;
- be between 55 to 64 years of age;
- have worked 15 of the past 20 years. A year of work equals 750 hours;
- have exhausted their rights to UI benefits

- The basic benefit is equivalent to 70% of the unemployment benefit applicable to the worker's regular wage at the time of layoff; however, it must not be less than \$600 and is indexed annually. This benefit is reduced by a portion of the worker's income.

- The administration of the benefit will be given to companies that deal in annuities.

QUÉBEC

PROGRAM INVENTORY 1) DIRECT JOB CREATION

<u>PROGRAM</u>	<u>1988/89 ALLOCATION (\$,000)</u>	<u>TARGET JOBS/ SPACES</u>	<u>MAXIMUM DURATION (WEEKS)</u>	<u>TARGET POPULATION</u>	<u>DESCRIPTION/COMMENTS</u>
Program for Older Worker Adjustment (POWA) (Continued)					- The federal government shall cover 70% of the purchase cost of insured annuities and the provincial government shall cover 30% for the period up to the end of fiscal year 1990-1991.

QUÉBEC

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (\$, 000's)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Remedial Education	26,300	15,098	---	Social aid clients aged 18 to 30 exclusively. Heads of single-parent families, aged 30 and over, can also participate.	This measure is intended to allow social aid clients to acquire skills in order to obtain a general or vocational secondary leaving certificate. Participants must devote at least 60 hours per month to remedial education activities. In addition to their regular social aid benefits, participants receive a lump sum payment to cover participation costs and an allowance for any child care expenses. This program allows its target group to pursue post-secondary level education on a full-time basis (college or university) in order to improve their employment prospects. It is available for a maximum of 3 sessions which must be completed within a 24 month period. After participating in this program, a person may continue to study full-time under the loans and grants programs offered by the Ministère de l'Enseignement supérieur et de la Science (MESS). This program is aimed at heads of small and medium-size businesses who agree to draw up a human resource development plan covering a period of at least six months and not lasting more than three years, and to ensure that the training described in the plan is provided.
Back-to-school Programs for Heads of Single-Parent Families.	1 700	603	3 sessions	Heads of single-parent families. Long-term social aid clients (24 months or more).	
The Industrial Training Support Program	12,000	6,800	Average training period: 20 weeks	Employers with less than 200 employees (including senior staff) working	

QUÉBEC

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (\$,000\$)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
The Industrial Training Support Program (Continued)					<u>Objectives</u> - To help employees to adapt their skills or to change occupations, and therefore assist employees in keeping jobs that are being threatened by technological or organizational changes. - To help employers, especially those who must modernize their installations, to increase their productivity and, if necessary, to improve their competitive position. <u>Subsidy</u> Diagnosis, drawing up the human resource development plan: 75% of fees of an external consultant up to a maximum of \$7,500. Employees' participation in drawing up the human resource development plan, in identifying needs and in following up the plan: 100% of salary, maximum \$3000. Compensation for employees' loss of salary during the training period: 60. Training costs (preparation, adaptation, and implementation, teaching materials, rental of equipment, classrooms, travelling expenses for instructors or employees, child care expenses): 50% average \$2500 per employee. Maximum: \$300 000 per business. This program is entirely funded by the Quebec government.

QUÉBEC

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (\$,000s)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Retraining and Upgrading of Manpower	31,031.7	175,000	Average duration: 40 hours.	Persons who wish to upgrade their skills in their trade or occupation. Persons wishing to meet the vocational qualification standards (set by law and regulation) for their trade or profession. Persons who are affected by technological changes in their trade or occupation. Persons (women, young people, handicapped persons, etc.) who would like to enter or return to the labour market.	This program is designed to meet the qualification needs of workers or persons seeking employment. <u>Objectives</u> - To help workers or persons seeking employment to acquire occupational skills in order to adapt to new technologies and changing markets. - To meet the occupational training needs of employees of small enterprises. <u>Training Costs</u> - Entirely funded by the Québec government. - This Québec training program does not have a training allowance for trainees. This program enables social aid clients to acquire practical job experience involving from 70% to 90% of training time, plus pertinent off- production training either on the job site or in a training establishment for the remainder of the training period. <u>Objectives</u> - This program is intended to enable social aid clients under 30 to acquire skills and aptitudes and also work experience that will make it easier to join the labour market.
On-the-job Training	7,000	6,780	52 weeks Average duration 26 weeks.	All social aid clients under 30 years of age: - who left full-time studies at least one year ago; - who do not have a professional college diploma or a university degree.	

QUÉBEC

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (\$,000\$)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
On-the-job Training (Continued)					<u>Training costs</u> - Entirely funded by the Quebec government. - Off-production training costs for trainees, either with the employer or in a recognized institution or training agency, are paid up to a regional average of 25\$ per trainee, per day - In addition, regular social aid benefits and fixed allowances for trainees are shared on an equal basis by the Quebec and federal governments under the Canada Assistance Plan.
Transition to Work	2 187,2	3 790	5 weeks	This program is exclusively for women, and particularly for women who have been absent from the labour force for a more or less prolonged period and have finally committed themselves to enter or re-enter the labour market.	This program emphasizes training including vocational orientation initiatives allowing trainees to explore different employment sectors including non-traditional occupations. This program concentrates on preparing participants for the labour market and also proposes several activities to enable participants to practice certain skills. It gives information on the labour market, union membership, and on the rights, obligations and recourse of workers. <u>Objectives</u> - To enable participants, by the end of the session, to find suitable employment or obtain suitable training. - To facilitate the transition from home to the labour market.

QUÉBEC

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (\$,000s)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Transition to Work (Continued)					<u>Training costs</u> Funded entirely by the Québec government. Under the Canadian Jobs Strategy agreement, the federal government participates in this Québec program by granting training allowances to participants and reimbursing travel and child care expenses. Courses purchased by EIC, primarily organized in public institutions, are vocational training courses, to prepare participants for vocational training (general training), linguistic training course in preparation for employment. Institutional training of this sort is governed by an agreement between EIC and the province. The direct purchase of institutional training courses comes under the following Canadian Jobs Strategy programs: Job Entry, Job Development, Skill Investment, Skill Shortages, and Community Futures. Tailor-made training is intended to be a form of training specifically adapted to the particular needs of a non-profit organization, business or economic operational sector. It is based on a precise diagnosis of training needs and on a program developed on the basis of this diagnosis.
Institutional Training (direct purchase)	85 068	17 000	52 weeks Average duration: 35 weeks	Primarily, unemployed persons	
Tailor-made Institutional Training (indirect purchase)	54 000	9 000	52 weeks Average duration: 6 weeks	Non-profit organization or business or operational sector; persons in employment or about to enter employment	

QUÉBEC

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (\$,000s)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Tailor-made Institutional Training (indirect purchase) (Continued)					Under the Canada/Québec Agreement tailor-made training activities are to be carried out within the framework of a contract between EIC and the Vocational Training Commissions. This training is primarily available from public training institutions. The purchase of tailor-made training courses comes under the following Canadian Jobs Strategy programs: Job Entry, Job Development, Skill Investment, Skill Shortages and Community Futures.

QUÉBEC

RESEARCH PROJECTS/STUDIES (1988-89)

PROJECT TITLELE TRAVAIL AU NOIR OU L'ÉCONOMIE
SOUTERRAINEDESCRIPTION

This is a report on a project aimed at gathering the most up to date information on research, policies and measures related to the hidden economy. It is based on meetings with researchers and administrators directly involved in this issue in the State of New York and in Washington. The report summarizes interview with the IMF, the Internal Revenue Service, the Rand Corporation, the Bureau of Labour Statistics, the Bureau of Economic Analysis and the Federal Reserve System. Mr. Peter Guttman, a specialist on these matters, was also consulted.

The project report makes it possible to define the concept of working illegally more clearly and to highlight its incidence within the Quebec economy.

COMPLETION DATE

Completed March
1989

CONTRACTS

Mr. Normand Roy
Mr. Régent Chumard

LA PME AU QUÉBEC

(91 pages)

This report is in keeping with the studies carried out as part of the project "Nouvelle organisation industrielle", project undertaken by the "Institut International d'études sociales". The report starts from certain basic characteristics in order to evaluate the problems facing small and medium-size businesses in Quebec. Firstly, it evaluates the increasing importance of small and medium-size businesses in the Quebec economy. It examines their contribution to job creation, the quality of the posts they create and the particular problems in the field of human resources facing small and medium-size businesses. It considers the question of innovation within small and medium-size businesses, touches on the subject of R. and D. and of the introduction of new technology. Reference is also made to the role of small and medium-size businesses in the development of the economy and to the socio-economic factors liable to promote the expansion of entrepreneurship.

Completed and
edited by the
MISR, May 1988,
and by IIES
(Geneva), 1989.

Mr. Gabriel Laroche
Mr. Alfred Cossette

RESEARCH PROJECTS/STUDIES (1988-89)

PROJECT TITLE	DESCRIPTION	COMPLETION DATE	CONTRACTS
LA CONCEPTION ASSISTÉE PAR ORDINATEUR INCIDENCE SUR L'EMPLOI ET LE TRAVAIL (95 pages)	This study gives an outline of the situation, including a description of the technology in question and data concerning current use, its use in the medium term and the foreseeable effect on employment by sector and by profession.	Completed and printed by l'Éditeur officiel, 4th quarter 1988.	Mr. Gabriel Laroché Mme Carmelle Benoit
LES MACHINES À COMMANDE NUMÉRIQUE ET LES ROBOTS INCIDENCE SUR L'EMPLOI ET LE TRAVAIL (137 pages)	This study deals with the effects of two types of technology, numerically controlled machine tools and robotics, on employment and working conditions. In-depth studies were carried out on thirteen Quebec businesses. The results show that there is no technological determinism and that the impact of new technology is linked to the methods of implementation and work organization favoured by businesses. Managers, workers and government officials may also find relevant information on topics related to training, manpower retraining and adaptation, as well as data on general working conditions and forecasts on technological developments.	Published by Les publications du Québec, 4th quarter 1988.	Mrs. Carmelle Benoit Mr. Gabriel Laroché
LA RECHERCHE D'EMPLOI : EXPÉRIENCE ET BESOINS DES CLIENTÈLES	This study attempts to define the needs and behaviour of persons who are looking for a job with regards to the labour market. It gives an in-depth analysis of the situation of the long-term unemployed. The study also provides information whereby it is possible to streamline manpower programs and services offered by the Travail-Québec network in accordance with the needs of those for whom they are intended.	Published by M.M.S.R., February 1988. Available internally.	Mr. Luc Parent
IMPACTS DES CHANGEMENTS TECHNOLOGIQUES DANS LE SECTEUR ÉCONOMIQUE DU QUÉBEC PERSPECTIVE DE MAIN-D'ŒUVRE	This study presents the salient points from sector studies* on the topics: overall level of employment, impact on manpower, structure of professions, training and definition of possible approaches. * The study of the effects of technological changes on employment and on trades in all areas of economic activity in Québec gave rise to the creation by university consultants of some sixty vocational and sectorial monographs, together with the financial support of the M.M.S.R., the B.S.Q., the M.E.R., and the M.E.S.S.	May 1989 Available at M.M.S.S.	Mr. Alfred Cossette

QUÉBEC

RESEARCH PROJECTS/STUDIES (1988-89)

PROJECT TITLE

DESCRIPTION

COMPLETION DATE

CONTRACTS

INCIDENCE DE LA LOI ABOLISSANT LA
RETRAITE OBLIGATOIRE (LOI 15)

This study is an attempt, by means of a survey among businesses, to obtain information making it possible to identify certain direct and indirect effects of the law abolishing compulsory retirement. The information obtained provides a representative picture of the situation of the employment market in Québec for old age workers.

Published by
M.M.S.R.
January 1989, and
soon by l'Editeur
Officiel.

Mrs. Chantal Martel
Mr. Noël Boulaine

LES SANS-ABRI AU QUÉBEC

The purpose of this 1987-88 study was to gather information on the homeless, inventory the resources on the subject and draw profiles of the various types of itinerants in order to be able to assess the programs and services for them.

Terminated
February 1988.
Is distributed on
request by the
M.M.S.R.

Mme Carmelle Benoit
M. Daniel Lelande

LA PAUVRETÉ AU QUÉBEC:
SITUATION RÉCENTE ET ÉVOLUTION DE
1973 À 1986
(307 pages)

This study presents statistics on the situation of the poor in Québec, which can be used to measure various aspects of poverty that have been ignored up to the present time. This study gives decision-makers various options for reducing poverty.

April 1989

M. Régent Chamoard
M. Eric Gervais
M. Daniel Lelande
M. Arnold Beaudin

LA GESTION DES RESSOURCES HUMAINES
AU QUÉBEC
(in progress)

The project offers a description of human resources management in Québec and gives the needs of small and average-sized businesses in this regard and attempts to draw a parallel between economic and social performance.

March 1990

Mme Carmelle Benoit
Mme M. Diane Rousseau

PERSPECTIVE DE L'EMPLOI DANS LE
SECTEUR DE L'ENVIRONNEMENT
(in progress)

The purpose of the project is to evaluate prospects for job creation because of developments in this sector, that is to specify which professional groups will be involved and, if necessary, the training and adjustment needs of these groups.

September 1990

M. Noël Boulaine
M. Jules Bergeron

PERSPECTIVES DU MARCHÉ DU TRAVAIL
1989-1990

Starting from macro-economic forecasts supplied by various agencies such as the Conference Board, short-term forecasts (2 years) have been formulated concerning the labour market in Québec. These forecasts are based on indicators (employment, unemployment rate of unemployment, population in employment) and on employment within the different sectors of economic activity (42 sectors).

June 1989

QUÉBEC

RESEARCH PROJECTS/STUDIES (1988-89)

<u>PROJECT TITLE</u>	<u>DESCRIPTION</u>	<u>COMPLETION DATE</u>	<u>CONTRACTS</u>
SURPLUS ET PÉNURIES DE MAIN-D'ŒUVRE	These forecasts of imbalances (surpluses or shortages) in different professions are used to estimate vocational training needs. In addition, the results of this study will be published in order to inform all economic agencies about the short-term trends of the labour market by professional grouping and for certain professions.	August 1989	
BULLETIN RÉGIONAL	This bulletin is published quarterly (April, July, October, January) and covers every region in Québec. The bulletin consists of 4 parts: - the economic climate and the labour market; - employment by sector and remuneration; - operational indicators and indicators within the region; - a study on topics particular to the regional labour market.	April, July, October and January	
CARTIER DE STATISTIQUES DU MARCHÉ DU TRAVAIL - QUÉBEC ET RÉGIONS	This study is an attempt to summarize all labour market indicators since 1976 at both national and regional levels according to sex and age group. This easy-to-use report is an almost exhaustive study of labour market statistics.	September 1989	
ARTICLE SUR LES FINISSANTS DU SECONDAIRE PROFESSIONNEL ET LE MARCHÉ DU TRAVAIL. ANALYSE MENSUELLE DU MARCHÉ DU TRAVAIL	This article attempts to assess the integration of young school leavers in the labour market. Data used may also be used as input for other studies such as forecasting manpower imbalance according to profession.	September 1989	

NEW BRUNSWICK

NEW BRUNSWICK

Jurisdictional Overview

A. DEPARTMENT OF ADVANCED EDUCATION AND TRAINING

The Department of Advanced Education Training is the lead provincial Department for labour market matters. Its Planning Services unit is responsible for general labour market analysis and co-ordinating provincial human resource development policy.

The Department is headquartered in Fredericton and delivers its services in the field through nine Community Colleges. The Department has two Educational Services divisions (anglophone and francophone) as well as common services such as Planning and Administration. It is responsible for Apprenticeship and Trades Certification and, in conjunction with the Department of Education, the Occupational Training Accreditation System. The Department administers the Apprenticeship and Occupational Certification Act, the Trades School Act, the New Brunswick Community College Act, and the Maritime Provinces Higher Education Commission Act. The Department also administers the N.B. Youth Assistance Act.

The Deputy Minister co-chairs with the New Brunswick Region's Director-General, Employment and Immigration Canada, the New Brunswick Federal-Provincial Labour Market Needs Committee. The Department is responsible for liaison with the federal government in respect of the Canadian Jobs Strategy in general, particularly Skill Investment, Skill Shortages, Innovations, and Job Entry. For certain Entry and Re-entry projects, staff engaged by the Department serve as managing co-ordinators. The training components of Job Development proposals and Community Futures activities are also the responsibility of Advanced Education and Training, but for these two components of the Canadian Jobs Strategy, Labour is the lead provincial Department. Advanced Education and Training co-ordinates provincial involvement in the Canadian Occupational Projection System.

The Department also operates five diploma nursing schools, the Provincial Language Training Centre, and the New Brunswick Craft School. It is responsible for provincial liaison with the Maritime Provinces Higher Education Commission, which co-ordinates public sector funding and programs for universities located in the Maritime Provinces.

B. DEPARTMENT OF LABOUR

In discharging its labour market responsibilities, the Department of Labour undertakes a broad range of functions through its Employment Division and Planning and Administration Division, as well as through the Human Rights Division, the Occupational Health and Safety Commission, the Workers' Compensation Board, and various industrial and labour relations boards.

a) Employment Division

The Division has the responsibility for developing, implementing and assessing a variety of labour and employment-related policies, programs and services in the context of broad Provincial social and economic policies and objectives.

The Division initiates and undertakes a range of activities in three broad areas of policy and program development and evaluation, employment development and employment services.

These activities are carried out through studies, surveys and program assessments. The development, analysis and dissemination of historical and current labour force and labour market information is an ongoing activity.

The overall employment adjustment strategy includes the provision of employment development programs and employment adjustment services.

The Division is responsible for the following functions:

1. Research and Evaluation

This section is responsible for initiating, coordinating, and rationalizing certain labour market and human resource development policies and programs in the context of the Province's broad economic and social development strategy, and with particular reference to Federal labour and employment policy and program initiatives and private sector needs and concerns.

This responsibility is discharged through regular assessment and analysis of labour market and labour force issues and concerns; consultation with other provincial and federal departments and agencies and the private sector on labour and employment matters; and, development of analysis and policy recommendations in support of relevant labour and employment planning and programming.

Activities

This section reviews and provides policy input on various federal and provincial labour force and job creation initiatives, including those under the Canadian Jobs Strategy.

Other responsibilities include initiating and conducting labour market studies and analysis; the compilation and dissemination of labour market information; and, the provision of input to regional and national labour market information and forecasting systems.

2. Employment Development

The mandate of Employment Development is to provide employment stimulation in both the public and private sectors through various programs.

Staff of the Branch identify the employment needs of special labour market groups such as youth, women, natives, and the disabled, and develop, promote and implement employment services which will bring these groups into the mainstream of employment.

3. Employment Adjustment Services

This section is responsible for identifying, providing solutions to, and averting labour market imbalances. Services are provided to companies and industries experiencing labour market problems and such as absenteeism, high turnover and recruitment. Assistance is provided to companies to develop Human Resource Plans which will maximize employment opportunities for New Brunswickers. Assistance is provided to workers affected by sudden large-scale lay-offs.

The Branch is also responsible for encouraging and furthering the development of employment-related counselling by offering train-the-trainer workshops to service providers who, themselves, are in a position to counsel on the world of work.

b) Planning and Evaluation Branch

This Branch has, as part of its mandate, responsibility for broad women's employment policy matters, as well as immigration and multiculturalism.

The Women's Employment Policy Co-ordinator provides advice to the Minister and senior management on the adoption and implementation of relevant departmental policies, and the implications of labour and employment-related programs on the position of women in the New Brunswick labour force.

The Department of Labour was assigned responsibility for multiculturalism in 1985. An official provincial policy on multiculturalism is being developed and operationalized to facilitate economic and social integration of cultural minorities.

The officer responsible for multiculturalism ensures ongoing consultation with the multicultural community through an established advisory structure. The officer responsible also informs and co-ordinates on multicultural matters as these relate to other provincial departments.

The Division is responsible for monitoring immigration to New Brunswick and for participating where necessary in activities related to immigration, in keeping with the legislative requirement for Federal-Provincial consultations respecting future immigration levels; for measures to be undertaken to facilitate the adaptation of permanent residents to Canadian society; and for monitoring patterns of immigrant settlement in relation to regional demographic and labour market requirements and considerations. The Department, in co-operation with other provincial departments, also fulfills the federal requirement for provincial assessment of business development proposals submitted by self-employed, entrepreneurial and investor immigrants as part of their application for entry to Canada.

NEW BRUNSWICK

PROGRAM INVENTORY 1) DIRECT JOB CREATION

<u>PROGRAM</u>	<u>1988/89 ALLOCATION</u>	<u>TARGET JOBS/ SPACES</u>	<u>MAXIMUM DURATION (WEEKS)</u>	<u>TARGET POPULATION</u>	<u>DESCRIPTION/COMMENTS</u>
Youth in Business	\$300,000	2,000 work weeks	34 weeks	Unemployed Youth 16-24	To create permanent new jobs in the private sector.
Youth Access	\$300,000	1,107 work weeks	20 weeks	Unemployed Youth 16-24	Short term job experience in the public sector.
Partners 2000 - Enterprise	\$1,600,000	9,000 work weeks	34 weeks	The unemployed, with special emphasis on hiring SARs and the disabled.	To create permanent new jobs in the private sector.
New Brunswick Entrepreneur	\$700,000	100 loans	2-year loan guarantee	The unemployed, with priority given to women, youth, and the disabled.	A maximum loan guarantee of \$13,000 for new small businesses. Interest paid by the Province during Year One.
Community 2000 - Employment Access	\$3,084,300	11,339 work weeks	20 weeks	The unemployed, with priority given to U.I. Exhaustees, SARs.	Short term job experience in the public sector.
Opportunity Corps - Conservation Corps	N/A		20 weeks	SARs	Short term jobs in the Departments of Agriculture, Municipal Affairs and Environment, and Natural Resources and Energy.
Opportunity Corps - Community Corps	N/A			SARs	Short term job experience in the public sector.

NEW BRUNSWICK

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
J.E.T. Stream	\$2,500,000	11,468 work weeks	20 weeks	Returning Students	Public sector summer jobs.
Student Venture Capital	\$100,000	150 loans	summer	Returning Students	A maximum loan guarantee of \$3,000 to start a business. Interest paid by the Province until October 15th.
Response 2000 - Research and Development Internship	N/A		20 weeks	Post-secondary Graduates	Supports new jobs for R & D projects in businesses in areas affected by the downturn in the snow crab fishery.
Response 2000 - Seasonal Employers Program	\$2,000,000	8,000 work weeks	20 weeks	Unemployed or employed for 4 weeks in the crab fishery.	To support new seasonal job opportunities in areas adversely affected by the downturn in the snow crab industry.
P.O.V.A.	N/A		Ongoing	Laid-off workers age 55-64	Province cost-shares with C.E.I.C on a selective basis.
Industrial Adjustment Service (IAS)	N/A		2 years	Businesses and their employees when layoffs and plant closures occur.	Funds are quickly made available for projects with merit, but which do not meet other program criteria.
Immediate Response	N/A			Employers/employees threatened with closure/mass lay-offs.	

NEW BRUNSWICK

PROGRAM INVENTORY 2) TRAINING PROGRAMS

<u>PROGRAM</u>	<u>1988/89 ALLOCATION</u>	<u>TARGET JOBS/ SPACES</u>	<u>MAXIMUM DURATION (WEEKS)</u>	<u>TARGET POPULATION</u>	<u>DESCRIPTION/COMMENTS</u>
Job Search Seminars			1 1/2 days	Workers effected by mass lay-offs.	To impart advanced job search and interview techniques, plus resume preparation/skills.
Technologies		1404	80	High school graduates	
Technical		264	40	High school graduates	
Pre-employment		2734	40	Graduate, school leavers, federal trainees	
Skill Upgrading		383 1938	1-40 1-50	Adult trainees Adults	
Academic Upgrading					
Second Language		680	6-35	Adults	
Apprenticeship		2017	4-6	Apprentices	Block release
Job Readiness Training		0	1-20	Adults	
New Brunswick Craft School		104	105	Adults	
Nursing Diploma Schools		721	100	High school graduates	
All part-time training		34,900	Less than 1	Adults	

NEW BRUNSWICK

PROGRAM INVENTORY 2) TRAINING PROGRAMS

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
YOUTH STRATEGY PROGRAMS					
Advanced Education and Training Programs	\$ 914,800	330		Youth	
Education Programs	318,400	427		Youth	
Solicitor-General's Programs	335,000	88		Youth	
Labour Programs	500,000	356		Youth	
Income Assistance Programs	150,000	N/A		Youth	
Additional Federal CJS Programming	510,000	321		Youth	

SARS AGREEMENT PROGRAMS

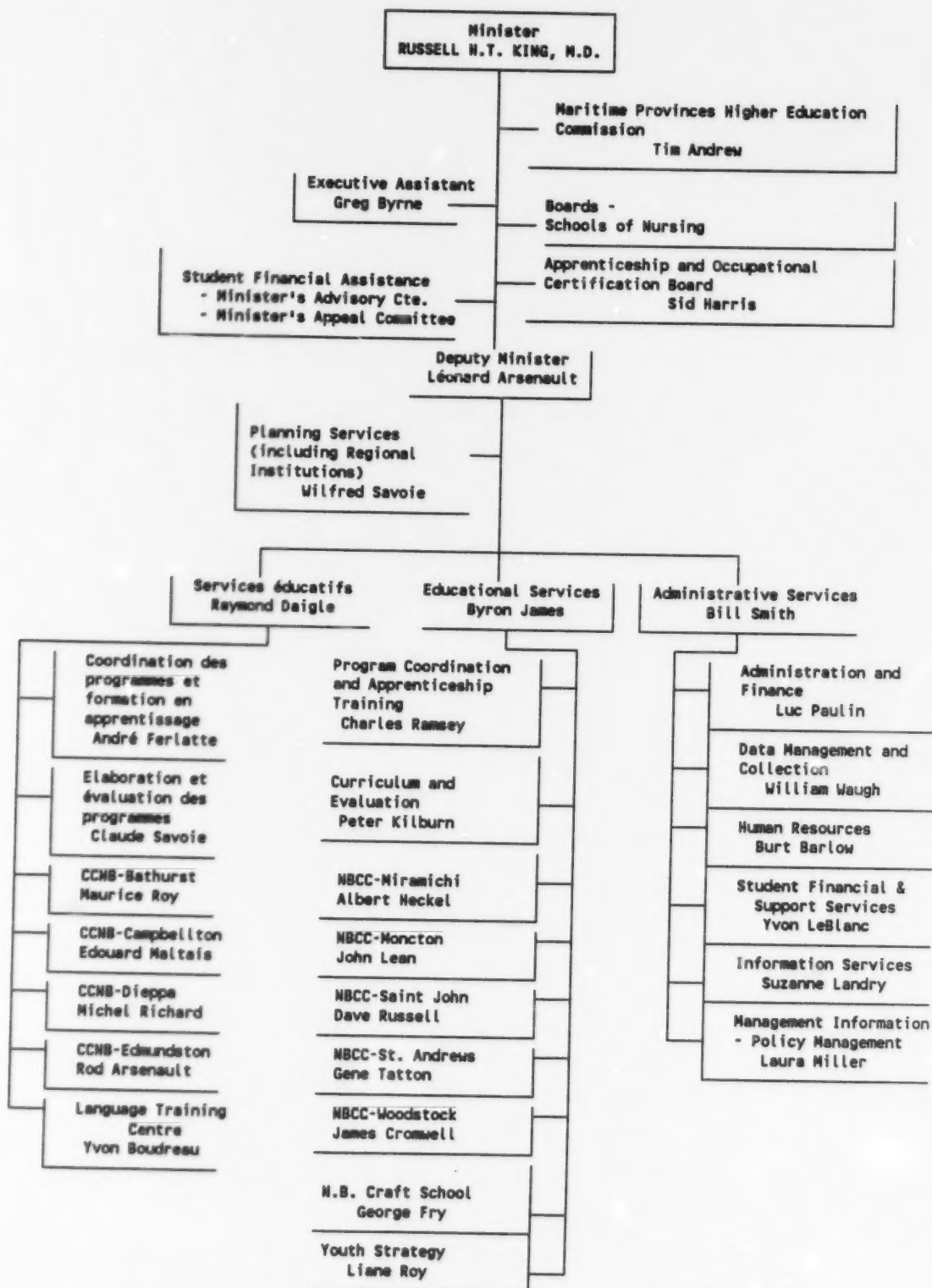
PROVINCIAL:

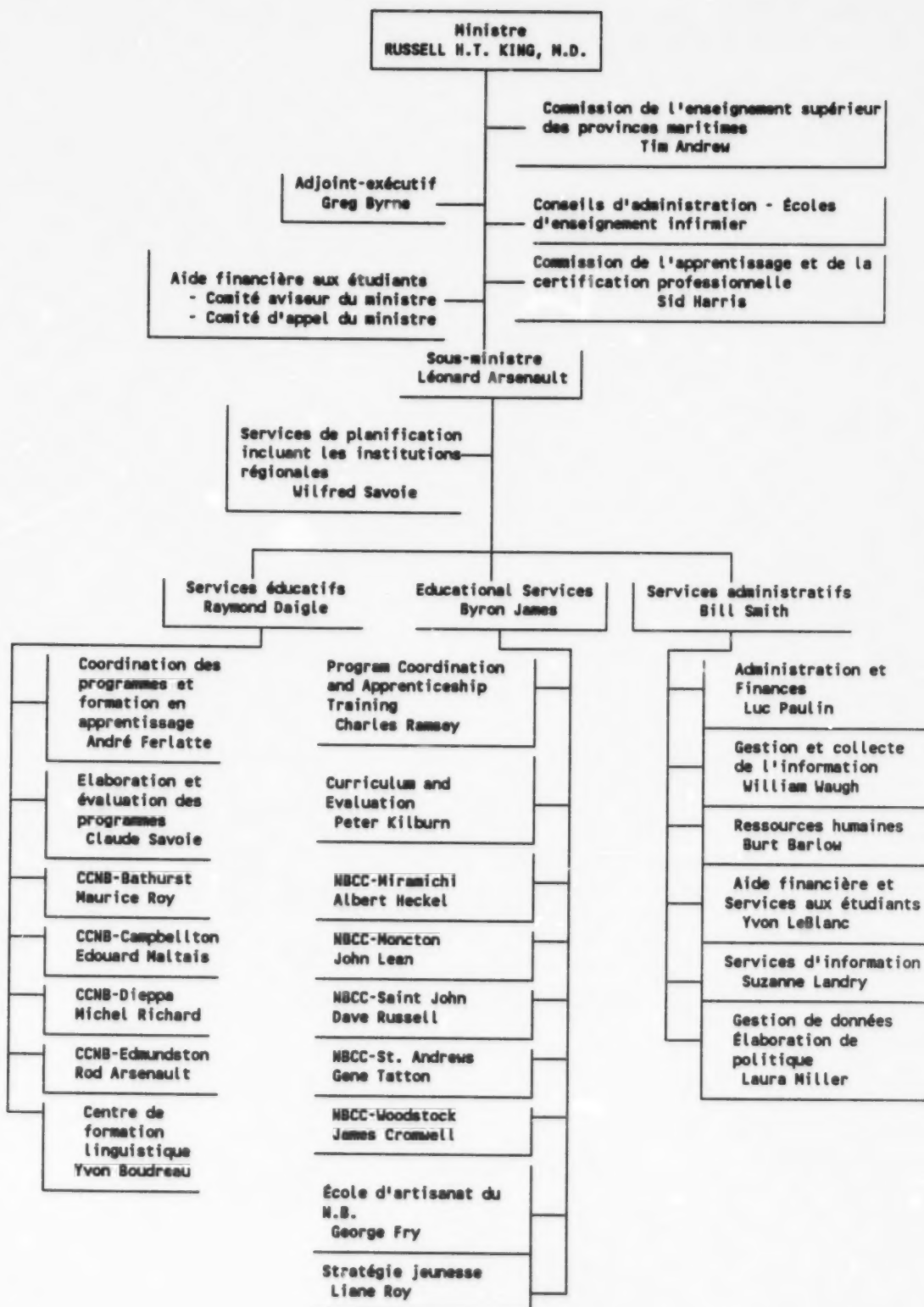
Job Search	\$ 98,939	398			
Special Needs	3,480,129	N/A			
Assessment Tools	179,387	5,114			
Local Training	1,680,180	1,420			
Employment Exposure	292,913	392			
Jobs in Business	203,026	163			
Training Purchase	263,492	1,572			
Entrepreneur Program	81,148	27			

NEW BRUNSWICK

PROGRAM INVENTORY 2) TRAINING PROGRAMS

<u>PROGRAM</u>	<u>1988/89 ALLOCATION</u>	<u>TARGET JOBS/ SPACES</u>	<u>MAXIMUM DURATION (WEEKS)</u>	<u>TARGET POPULATION</u>	<u>DESCRIPTION/COMMENTS</u>
SARS AGREEMENT PROGRAMS					
FEDERAL:					
JOB DEVELOPMENT					
Projects	\$ 2,278,837	335			
Jobs	408,837	179			
JOB ENTRY					
G.E.D.	872,189	136			
Entry	744,448	104			
Re-Entry	929,625	157			





NOVA SCOTIA

NOVA SCOTIA

Jurisdictional Overview

The Department of Advanced Education and Job Training was established in December 1987 incorporating the Department of Vocational and Technical Training as well as additional responsibilities for universities.

Although the major responsibility for labour market activity lies within the Department of Advanced Education and Job Training, there are other ministries and agencies involved, including the following:

- . Department of Small Business
- . Department of Industry, Trade and Technology
- . Department of Agriculture
- . Department of Community Services
- . Department of Lands and Forests
- . Department of Labour
- . Nova Scotia Human Rights Commission

DEPARTMENT OF ADVANCED EDUCATION AND JOB TRAINING

The Department of Advanced Education and Job Training had a budget authority of \$80.8 million in 1988-89 and a funded staff of 1,150 persons to provide training and retraining programs, administer the Apprenticeship Program and training in industry, deliver counselling and other services to youth, provide labour market analysis, and advise on human resource programming. The training and retraining is provided through a system consisting of sixteen campuses which make up the Nova Scotia Community College system. The Department has in addition responsibility for all post-secondary education in the Province including universities.

The Department is structured under five separate divisions which are:

- . Industrial Training Services
- . Planning and Evaluation
- . Youth Initiatives
- . Program Administration
- . Finance and Administration

A. Industrial Training Services

The Program Development Division has the responsibility for all aspects of industry centered training programs. This mandate includes: managing and directing the operation of the Apprenticeship Training programs designated under the Apprenticeship and Tradesmen's Qualification Act; administering the annual

Institutional Training Plan under Canada/Nova Scotia Training Agreement; managing and directing the operation of the Nova Scotia Training and Employment Program; administering the **Trade Schools Regulation Act** which includes the registration and inspection of Private Trade Schools in the Province of Nova Scotia; and finally providing curriculum development and monitoring for on-the-job training programs funded under the Canadian Jobs Strategy.

B. Planning and Evaluation

The main objective of the Planning and Evaluation Division is to assist in the development of effective human resource policies for Nova Scotia. This objective is achieved through the development and maintenance of a labour market information system that identifies labour market needs; the evaluation of existing training programs and human resource initiatives; and interaction with other Provincial Government Departments, the Federal Government, and the private sector in providing and analyzing labour market information. The division is also the focal point for all Federal/Provincial interactions on matters relating to the Canadian Jobs Strategy, negotiations of the Training agreements, and any agreements and related sub-agreements or letters of understanding signed between the orders of governments.

C. Youth Initiatives

The Youth Initiatives office ensures that a comprehensive program of career counselling is made available to all youth between the ages of 15 and 24, both in school and out of school. In addition, the Youth Initiatives Office develops innovative programs which lead to productive employment opportunities for youth. This mandate is achieved through:

1. providing career counselling and career planning services for out-of-school-youth;
2. providing up-to-date information on the labour market and training programs available;
3. collaborating with youth serving organizations and agencies; and
4. consulting with business/industry and educators to encourage the expansion of co-operative education and work experience programs.

D. Program Administration

The Program Administration component of the Department provides the planning, coordination and supervision of the delivery system for all vocational/technical training programs funded by the Province, as well as adult skills training programs under the Canadian Jobs Strategy. These include Apprenticeship Institutional Training as well

as Skill, BTSD, JRT, CEW and any additional training jointly agreed to under the provisions of the Federal/Provincial Institutional Training Agreement. The Division also provides the delivery system for all the vocational and technical training programs funded by the Province. Finally, the Program Administration Division provides curriculum services with emphasis on developing and revising vocational and technical courses as well as staff development services to upgrade and update teachers, instructors and staff.

F. Finance and Administration

This Division is responsible for the provision of a financial management system for the Department, the development and maintenance of the budgeting, financial reporting, and the general administration systems, the provision of instruction and advice on all aspects of personnel administration, and the maintenance of an integrated personnel system.

DEPARTMENT OF SMALL BUSINESS

The Department of Small Business provides a range of development programs aimed at enhancing labour market opportunities in the Nova Scotia economy through the development of small business. The Department provides services in many forms and the main areas are outlined as follows:

1. Employment Opportunities Branch

This Branch administers provincial job creation programs comprised mainly of:

- i) Provincial Employment Program
- ii) Mainstreet Village Square Program

In addition to the P.E.P. and Mainstreet programs, this Branch administers the Youth Entrepreneurial Skills (Y.E.S.) program providing interest-free loans to youth wishing to start up businesses for themselves, loan guarantees or financial assistance for disabled persons establishing businesses, and funding for women to gain the necessary skills or professional assistance to establish businesses.

2. Regional Offices

These offices administer financial incentive programs which are generally available to manufacturing businesses in Nova Scotia to help them in capital investment for start-up or expansion.

3. Voluntary Planning

A body reporting to the Minister of Development which provides a forum for private involvement in planning and evaluating government programs relating to all aspects of business.

DEPARTMENT OF LABOUR

1. Workers Compensation Board

The Worker's Compensation Board is a Crown agency that administers the Worker's Compensation Act. The Chairman reports to the Legislature through the Minister of Labour.

The Board deals with claims from injured workers and provides pensions and rehabilitation services. The Board is involved in safety, education, and accident prevention.

DEPARTMENT OF AGRICULTURE

Although the primary focus of this Department is not in developing labour market opportunities, the Department does concern itself with education within the field of agriculture.

To this end, the Department administers the Nova Scotia Agricultural College which offers degree programs as well as technician level and short-term training programs, all specifically designed for the field of agriculture.

DEPARTMENT OF COMMUNITY SERVICES

The Department of Community Services addresses the social needs of citizens of Nova Scotia. In addition to providing financial support to the socially disadvantaged, the Department provides the following services which are directly related to the labour market:

- operates the school for boys and the school for girls which provide the correctional services, education and short-term training;

- operates the youth training centre which provides education and training for mildly and moderately handicapped;
- provides training and occupational re-adjustment services to the handicapped through the Federal/Provincial Vocational Rehabilitation of Disabled Persons Program;
- funds work activity projects for the chronically unemployed and supports sheltered workshops;
- provides training and summer employment opportunities for students.

DEPARTMENT OF FISHERIES

The Department of Fisheries is organized in the Province with one of its divisions responsible for Training and Field Services. This Division is responsible for the administration of the Nova Scotia Fisheries Training Centre. This school, as its name implies, is concerned with training focused on the fishing industry. Programs are offered on and off site to individuals in the industry as well as to people interested in entering the field. Courses vary in length and include such programs as Pre-Sea Training; Introduction to Inshore Fishing Operations; Engine Room Watchkeeper; Fishing Vessel Chief Engineer or Fourth Class Engineer; Marine Gas and Diesel Engine Maintenance, etc.

DEPARTMENT OF LANDS AND FORESTS

Although the Department of Lands and Forests does not have a prime responsibility for labour market program operation, it does provide a forest resources education facility which undertakes to provide appropriate educational programs and information specific to forest resources.

NOVA SCOTIA HUMAN RIGHTS COMMISSION

The Nova Scotia Human Rights Commission, which reports directly to the Minister of Consumer Affairs, protects and promotes person's rights to employment and services, regardless of sex, handicap, ancestry and age.

PROGRAM INVENTORY 1) DIRECT JOB CREATION

<u>PROGRAM</u>	<u>1988/89 ALLOCATION</u>	<u>TARGET JOBS/ SPACES</u>	<u>MAXIMUM DURATION (WEEKS)</u>	<u>TARGET POPULATION</u>	<u>DESCRIPTION/COMMENTS</u>
<u>Employment Programs</u>					
Public Component of SEED Program (Challenge Programs (Provincial Funds))	\$565,000	1,200 jobs	Varies	Students	
Work Orientation Workshop (Challenge Programs (Provincial Funds))	\$155,000	400 jobs	8 weeks max	Students	
Youth Entrepreneur Skills Program (Challenge Programs (Provincial Funds))	\$107,000	550 jobs	Varies	Youth	
Public Sector Employment Programs	\$4,200,000	1,800 jobs	15 wk max 10 wk min	Youth	
Primary Resource Employment Program	\$362,000	385 jobs	15 wk max 10 wk min	Youth	
Job Experience Training for Students	\$184,000	185 jobs	15 wk max	Post-Secondary Students	
Spring Hill Miners (Challenge Programs (Provincial Funds))	\$150,000	30 jobs	Varies	Spring Hill Miners (Disaster of 1956, 1958)	
Program for Disabled (Challenge Programs (Provincial Funds))	\$100,000	30 jobs	Varies	Disabled	
Land and Forest Employment Program (Challenge Programs (Provincial Funds))	\$612,000	200 jobs	-	Youth	

NOVA SCOTIA

PROGRAM INVENTORY 1) DIRECT JOB CREATION

<u>PROGRAM</u>	<u>1988/89 ALLOCATION</u>	<u>TARGET JOBS/ SPACES</u>	<u>MAXIMUM DURATION (WEEKS)</u>	<u>TARGET POPULATION</u>	<u>DESCRIPTION/COMMENTS</u>
<u>Employment Services</u>					
Youth Initiatives Office	\$724,400 Budgeted 88/89	- 950 individual counselling sessions - 200 group workshops - distribu- tion of public- ations - program/ curriculum development	Full Year	15 - 24 year old unemployed youth	
Vocational Assessment Service (Halifax, Port Newkesbury)	Fed/Prov Funded Prov of NS - \$157,000 Gov of Can - \$102,600	Complete Assessment of 220 clients	Feb. 1/88 - June 30/89	Early school leavers, potential early school leavers, individuals considering further training, displaced workers, women re-entering the workforce.	
Project NOVA - New Opportunities & Vocational Alternatives for Youth	\$121,600 Budgeted 88/89	180 graduates	(12x) 8 wk programs	15 - 24 year old unemployed youth.	
NSCAP - Nova Scotia Career Action Program	\$3,000 Budgeted 88/89	60 graduates	(4x) 5 day program	Unemployed college graduates	

NOVA SCOTIA

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
<u>Institutional Based Skills Training</u>					
Nova Scotia Community College	\$53.1 million	4,500 graduates	2 years max 1 week min	16 and over	
Canada/Nova Scotia Training Agreement	\$11.98 million Federal Funds	9,000	1 year max. 4 days min.	CJS Clients	
<u>Grants to Universities</u>					
	Approved Estimate: Operating \$193.7 million	Total Enrolments Full-time 25,952 Part-time 7,938	Varies		
	Capital \$7.3 million				
	Total \$200.9 million				
<u>Work Based Skills Training</u>					
Nova Scotia Apprenticeship Program	Admin.(Prov Funds) \$.8 million Insttit. Training (Fed. Funds)	4,000 registered 1,100 graduates per year	4 yrs max 2 yrs min		
Nova Scotia Training & Employment Program (NSTEP)	\$1,301,400	990 jobs	800 hrs max 160 hrs min 600 hrs avg		New full-time employee, applying to lower level skills

NOVA SCOTIA

PROGRAM INVENTORY 2) TRAINING

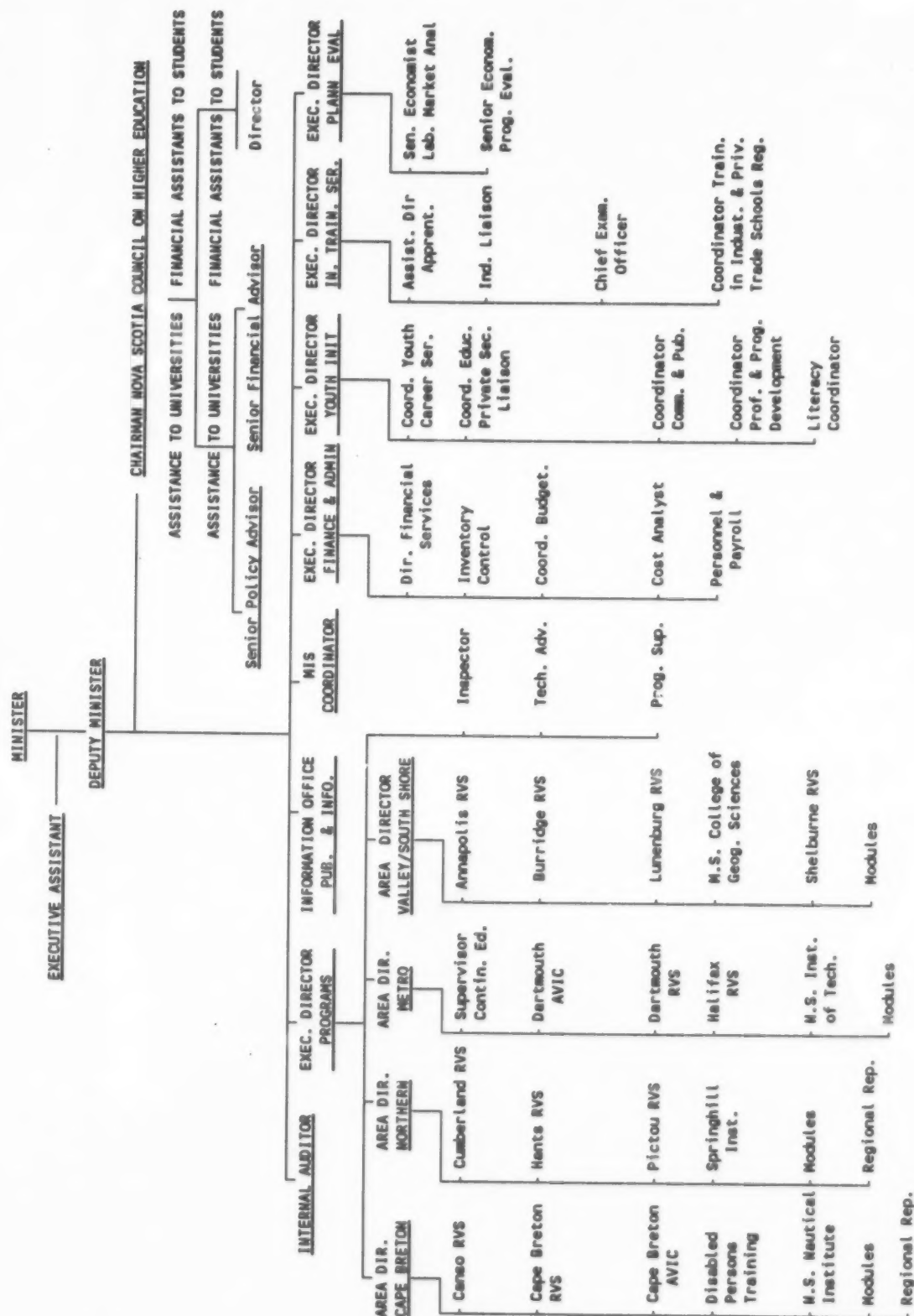
PROGRAM	1988/89 ALLOCATION	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
<u>Work Based Skills Training</u> (continued)					
Nova Scotia Training & Employment Program - Youth	\$ 200,000	70 jobs	800 hrs max 160 hrs min 640 hrs avg	Youth 16-24, new full-time employees	
<u>Income Measures</u>					
Nova Scotia Student Aid Program	Canada Student Loan 45 million NS Gov Bursary 11.5 million	C.S.L. - 14,500 N.S.G.B. - 8,000	520 wk max 12 wk min	All students entering a program of 12 weeks or more as specified by the Canada Student Loan Directorate	

NOVA SCOTIA

Research Projects/Studies 1989-89

<u>Project Title</u>	<u>Description</u>	<u>Completion Date</u>	<u>Contacts</u>
Vocational and Technical Training Graduate Follow-up Survey Report (1988)	Employment follow-up of graduates from Nova Scotia Vocational Training and Technical Institutes	March 1989	Kathleen Fogarty M.S. Department of Advanced Education and Job Training (424-5293)
Career Options, An Occupational Handbook for Nova Scotia, 1989 (Update)	Labour Market Information on Occupational Groups in Nova Scotia	March 1990	Maryann Ricketts M.S. Department of Advanced Education and Job Training (424-5294)
Estimates of Attrition and Career Mobility	The objective of this study is to provide estimates of attrition and career mobility rates by occupation for Nova Scotia	January 1990	Maryann Ricketts M.S. Department of Advanced Education and Job Training (424-5294)
Labour Climate Study	The objective of this study is to determine how the labour climate in Nova Scotia compares with that in selected jurisdictions in both Canada and the United States	August 1989	John Petterson M.S. Department of Advanced Education and Job Training (424-5292)

Nova Scotia Department of Advanced Education and Job Training



PRINCE EDWARD ISLAND

PRINCE EDWARD ISLAND

Jurisdictional Overview

A.

Executive Council has assigned responsibility for Manpower Planning and programming to the Department of Industry. (See attached copy of P.583, Royal Gazette, 10 June 1985). In addition to the support and advice on labour market issues provided by the Policy and Planning Division, the Human Resource Development Division is involved in literacy training and initiatives; in skill training, apprenticeship training, work adjustment and in day and evening academic upgrading courses; in the Program for Older Worker Adjustment; in resolution of labour market issues arising between Canada Employment and Immigration Commission and the province; and in negotiating a new federal/provincial training agreement, as well as a training agreement with the province's single community college.

B. & C.

Please see attached organization chart.

June 10th, 1989

ROYAL GAZETTE

583

6. FOOD TECHNOLOGY CENTRE
BOARD OF DIRECTORS
Minister of Industry
7. INDUSTRIAL RELATIONS COUNCIL
OF PRINCE EDWARD ISLAND
Minister of Labour
8. LABORATORY COUNCIL
Minister of Health and Social Services
9. LAND REGISTRATION AND
INFORMATION SERVICE
Minister of Finance
10. MARITIME RESOURCE
MANAGEMENT SERVICE
Minister of Agriculture
11. PRINCE EDWARD INTERNATIONAL
Minister of Industry
12. SMALL BUSINESS INCENTIVES
REVIEW BOARD
Minister of Industry
13. SUMMERSIDE WATERFRONT
DEVELOPMENT CORPORATION
Minister of Industry
14. TRADE SCHOOLS ADVISORY BOARD
Minister of Industry
15. VETERINARY COLLEGE ADVISORY
COUNCIL
Minister of Agriculture

No. EC312/89
EXECUTIVE COUNCIL ACT
MINISTERIAL RESPONSIBILITY
(SUBJECT AREAS, NON-STATUTORY)

The following responsibilities were assigned, effective 6 June 1989:

1. COMMUNICATION
Minister of Transportation and Public Works
2. THE DISABLED
Minister of Health and Social Services
3. MANPOWER PLANNING AND
PROGRAMMING
Minister of Industry
4. NATIVE AFFAIRS
Minister of Education
5. SCIENCE AND TECHNOLOGY
Minister of Industry

Signed,
DIANE I. BLANCHARD
Clerk of the Executive Council

23

INDEX TO NEW MATTER
June 10th, 1989

Executor's Notices:	
Peter Bernard DesRoches	555
Carolyn Ruth Hall	555
H. Adelaide Horne	555
George McGuigan	555
Francis Lemuel Ross	555
Administrator's Notice:	
John Allen Smethurst	555
Notice Under the Quieting Titles Act:	
Land of James G. and Jean Whitty	567
Notice of Change of Name:	
Elaine Verna Palmer	567
The Criminal Code of Canada	
Barry Huntington Hussey	567
Timothy Stewart Webb	568
Terrance Austin Zinck	568
The Marriage Act	
Temporary Registration of Clergymen:	
Rev. Ralph Bernard	568
Rev. Daniel Compton	568
Reverend Bill Coyle	568
Rev. Dr. Keith R. Hobson	568
Rev. Kevin MacKenzie	569
Rev. John Powell	569
Notice of Change of Corporate Name:	
McKenna Bros. (1989) Limited	569
Notice of Revived Company:	
In Sight Productions Inc.	569
Dissolutions of Partnership:	
D major Fabric Studio	569
North Shore Surf Shop	569
Declarations of Partnership:	
Atlantic Lobster Peddler	570
Campus Car Care	570
Cass City Consulting	570
CCTC	570
C.J. Smith Enterprises	570-571
Cornwall Village Square	571
D.J.'s Country Club Restaurant & Lounge	571
Dominion Electric Protection	571
J. & M. Mini Home Rentals	571-572
Jerry's Restaurant & Lounge	572
Jo & Co	572
Lady Slipper Gardens	572
Lillian's Limited Editions	572
Love Landscaping	572-573
Manhattan Gourmer Hot Dogs	573
Meadowview Cottages	573
The New-U Hair Salon	573
North Shore Surf Shop	573-574
Parkem Holdings	574
Rose's Venetian Blind Cleaning Service	574
Thi Art, Internationall	574
Top Drawer Cleaning & Maintenance	574
Traditional Industries of P.E.I.	574-575
T.W. Drywall Supplies	575
Twisted Keel Restaurant and Pub	575

PRINCE EDWARD ISLAND

PROGRAM INVENTORY 1) DIRECT JOB CREATION

<u>PROGRAM</u>	<u>1988/89 ALLOCATION</u>	<u>TARGET JOBS/ SPACES</u>	<u>MAXIMUM DURATION (WEEKS)</u>	<u>TARGET POPULATION</u>	<u>DESCRIPTION/COMMENTS</u>
Jobs for Youth (Department of Industry)	\$995,000	675 Jobs	20 weeks	Unemployed students and youth (16-29 Years)	Contact: Terry Hopkins (902) 368-4248
Vocational Rehabilitation of Disabled Persons (Department of Health and Social Services)	\$155,000	22 Trainees	52 weeks	Mentally and physically disabled persons	Contact: George O'Connor (902) 368-4948
Job Creation Program (Department of Health and Social Services)	\$625,000	241 Jobs	20 weeks	Social assistance recipients	Contact: Ann Munroe (902) 368-4947

PRINCE EDWARD ISLAND

PROGRAM INVENTORY 2) TRAINING PROGRAMS

<u>PROGRAM</u>	<u>1985/89 ALLOCATION</u>	<u>TARGET JOBS/ SPACES</u>	<u>MAXIMUM DURATION (WEEKS)</u>	<u>TARGET POPULATION</u>	<u>DESCRIPTION/COMMENTS</u>
Federal/Provincial Co-Sponsored C.J.S. Direct Purchase Option Courses (CEIC and the Department of Industry)	\$2,559,370	515 spaces	52 weeks	Unemployed adults	
Apprenticeship Training (CEIC and the Department of Industry)	\$ 274,230	135 spaces	6 weeks	Apprentices	
Adult Night Class Program (Department of Industry)	\$ 105,000	479 students	20 weeks	Adults desirous of upgrading their academic education to Grade 10, 11, or 12 level	
Employment Enhancement Program (Department of Health and Social Services)	\$ 900,000	860 students	40 weeks	Social assistance recipients	

PRINCE EDWARD ISLAND

RESEARCH PROJECTS/STUDIES (1988-89)

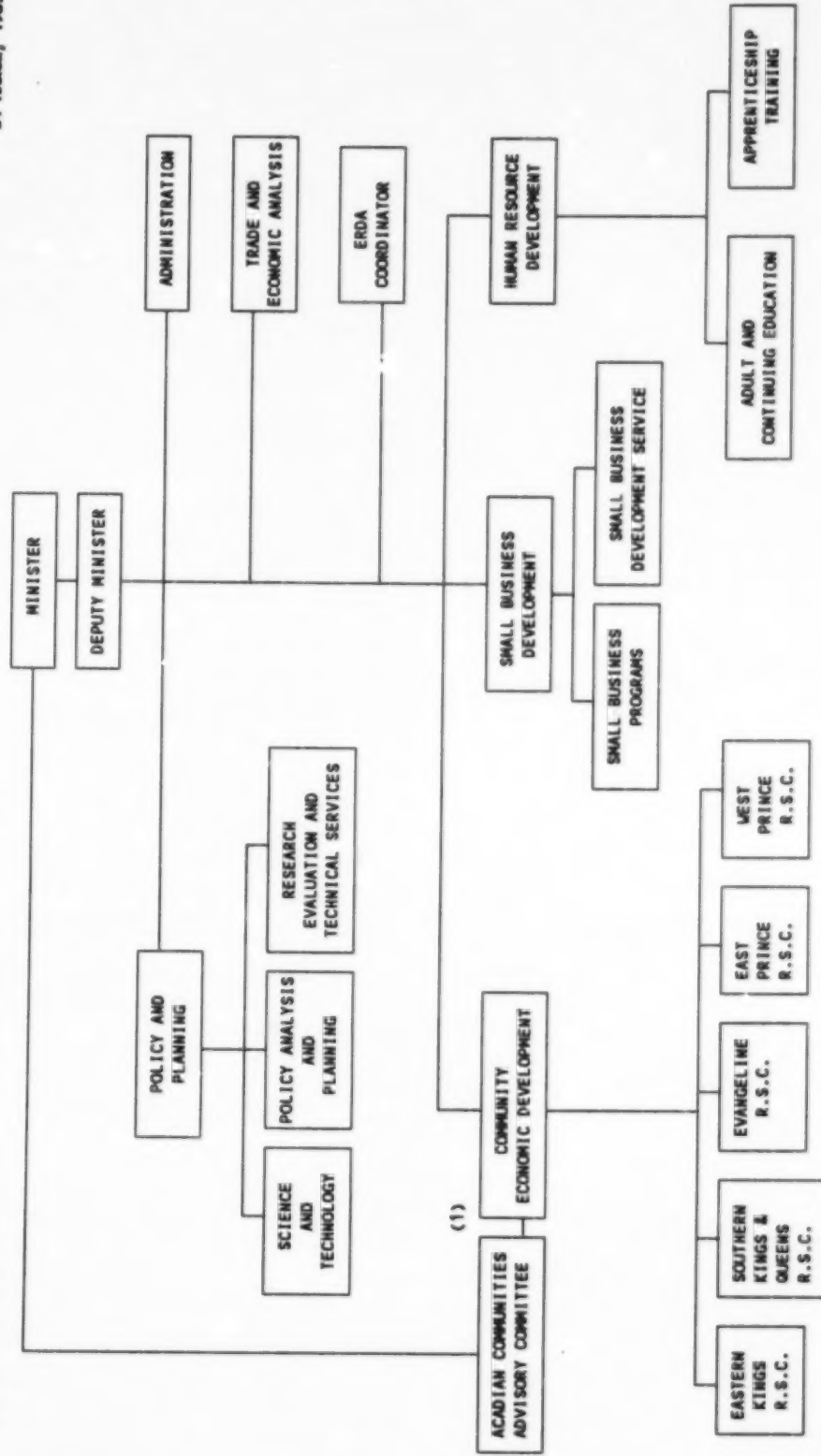
<u>PROJECT TITLE</u>	<u>DESCRIPTION</u>	<u>COMPLETION DATE</u>	<u>CONTACTS</u>
Adult Night Class	Program Evaluation	June, 1988	Carol Mayne (902) 368-4264
Success in Obtaining Employment	Follow-up survey of University, Post-Secondary, Manpower sponsored and Vocational High School graduates	March, 1989	Carol Mayne
Labour Market Bulletin	Analysis of existing labour market data in comparison with those of Atlantic Canada and the rest of Canada	December, 1988	Carol Mayne

ORGANIZATIONAL CHART

P.E.I. DEPARTMENT OF INDUSTRY

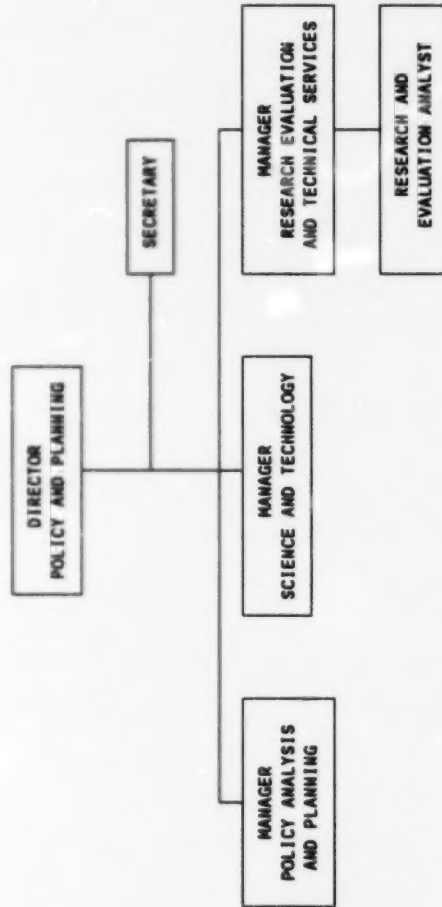
FIGURE 1

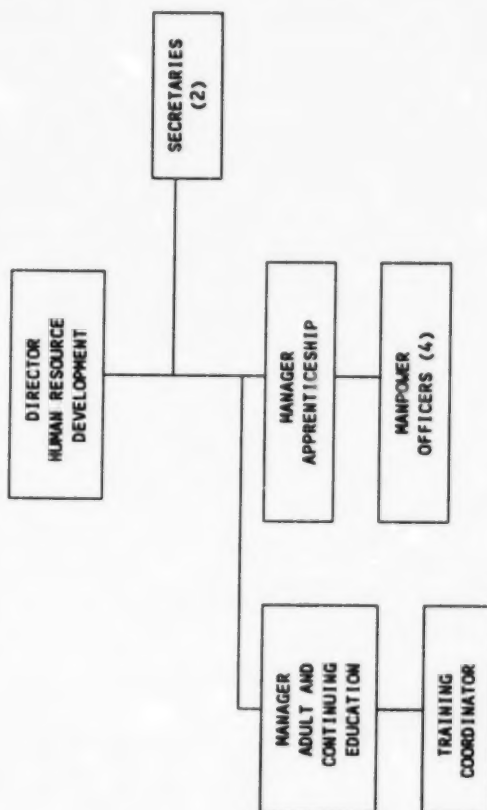
31 MARCH, 1989



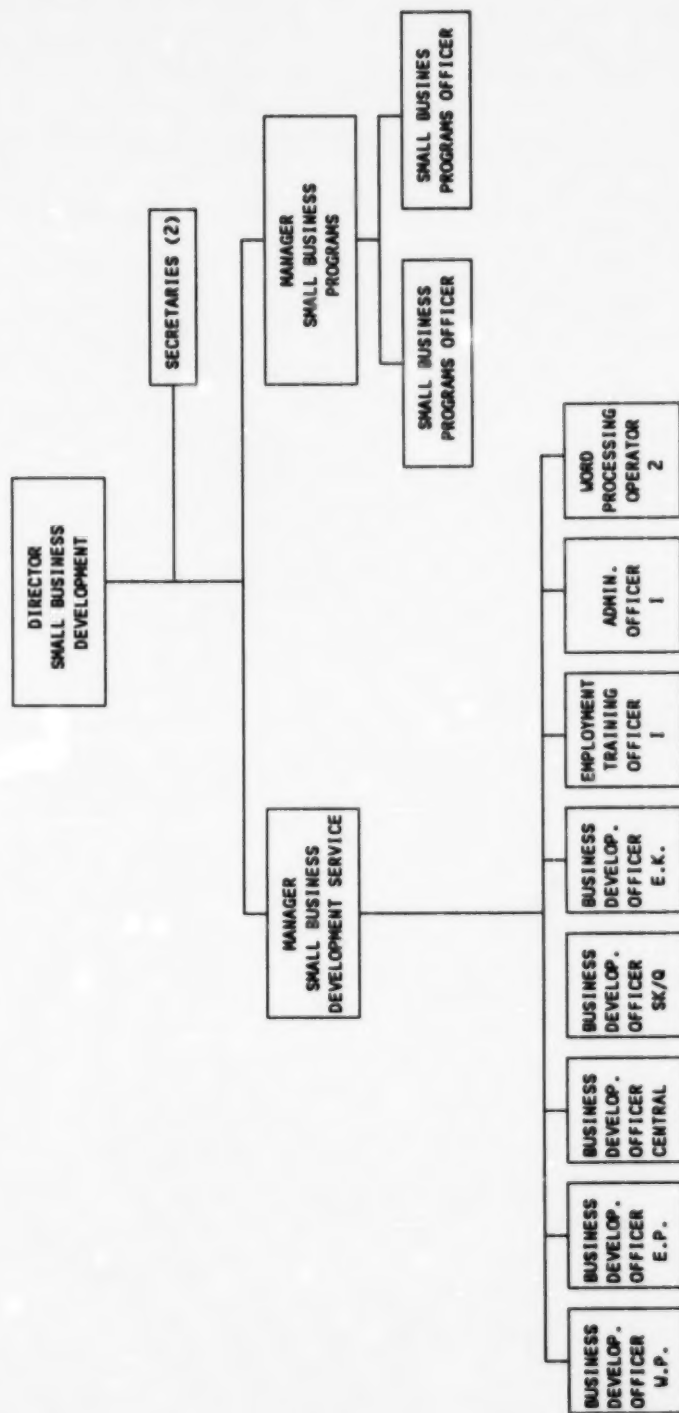
(1) The Acadian Communities Advisory Committee and the Community Economic Development Division have both recently been transferred to the Department of Community and Cultural Affairs.

POLICY AND PLANNING DIVISION



HUMAN RESOURCE DEVELOPMENT DIVISION

SMALL BUSINESS DEVELOPMENT DIVISION



NEWFOUNDLAND

NEWFOUNDLAND

Jurisdictional Overview

A. General Organization of Labour Market Responsibilities in Newfoundland

The Government of Newfoundland was re-organized in June of this year. One result was that the Department previously responsible for labour markets (Department of Career Development and Advanced Studies) was disbanded and the responsibilities were distributed between two departments: Education and Employment and Labour Relations. Additionally, the departments of Health, Social Services and Executive Council have jurisdiction over particular aspects of the labour market.

The following describes the labour market responsibilities of the ancillary Departments:

- Department of Health - The Manpower Planning Division monitors the labour market in the health sector to ensure there is a readily available supply of qualified health professionals. If a shortage exists or is projected, the Department is able to sponsor individuals in related educational health programs with the stipulation that the individual returns to the province to work for a predetermined period.
- Department of Social Services - This Department is responsible for programs for social assistance recipients and handicapped individuals wanting to upgrade their skills and enter the labour markets.
- Executive Council - The Women's Policy Office of the Executive Council is responsible for policy and planning as well as information and other government departments on issues relating to women. Labour market activities include awareness of women's training and career access and as well the development of training strategies.

B. General Organization of the Advanced Studies Branch, Department of Education

This branch maintains responsibility for post-secondary training and retraining including apprenticeship training and trades certification as well as labour market research and planning. The divisions within this branch and their duties are as follows:

Planning and Research Division

This division is responsible for providing strategic planning, program evaluation, statistical support, research services, and analysis of federal/provincial issues. Divisional activities include, but are not limited to:

- Student Information System (SIS);
- Graduate Follow-up Surveys;
- Industry Sector Studies;
- Planning Environment and Scanning Reports;
- Briefing Materials for Labour Market Committees;
- Special studies relating to training and the labour markets.

Industrial Training Division

This division administers the Apprenticeship Act and is responsible for registration, examination and on-the-job supervision of apprentices. Divisional activities include, but are not limited to:

- Development of examinations and training programs in selected occupations;
- Administration of the Interprovincial Standards Program;
- Assist employers in the development of training programs; advises on training proposals and monitors training.

Post-Secondary Division

This division is responsible for regulation, co-ordination and evaluation of provincial programs throughout the post-secondary system - both public and private. It also provides consultative services to the department and government in the formulation of post-secondary curriculum and policies. Divisional activities include, but are not limited to:

- Regulation and co-ordination of all programs taught within the public post-secondary system;
- Monitoring of all activities of Private Trade Schools.

The Advanced Studies Branch also includes the Literacy Policy Office which coordinates literacy initiatives within the Province's Post-Secondary Education System.

C. General Organization of the Employment and Careers Branch, Department of Education and Labour Relations

This branch has the responsibility for developing, and providing employment, adjustment, and career-related programs to assist the labour force to adjust to economic and technological changes in the workplace. The divisions within this Branch and their functions are as follows:

Employment Services Division

This division is responsible for employment related activities, including employment counselling and job creation activities. Divisional activities include but are not limited to:

- Delivery of Provincial Job Creation Program;
- Regulatory review of proposed projects under Federal and Provincial Job Creation programs.

Career Support Services Division

This division offers a variety of services and programs designed to assist the general public with career planning, education/training and employment issues. Divisional activities include, but are not limited to:

- Designing career-related research projects;
- Planning, supervising and producing departmental publications;
- Assessing provincial, regional and local career services requirements and respond by designing appropriate services;
- Career support services through Hot-line Service.

Canada/Newfoundland Youth Strategy Co-ordination

The division has responsibility for the overall Provincial management and coordination of the five year Federal/Provincial Youth Strategy Agreement. The aim is to enhance the opportunities for youth to secure the education, training and work experience required to launch youth on career paths.

Atlantic Accord Career Development Awards Board

This board administers the annual budget of \$1.3 million Atlantic Accord Career Awards Program in accordance with the Regulations. The program consists of financial awards designed to provide residents with opportunities to pursue post-secondary work in disciplines related to the development and management of the offshore, and to support them in gaining on-the-job training and work experience in strategically important offshore occupations.

NEWFOUNDLAND

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION (Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (Weeks)	TARGET POPULATION	DESCRIPTION/COMMENTS
Private Sector Employment Program	\$ 7.5	2,898	52	General with 40% youth	50% wage subsidy to a maximum of \$3.00 per hour contribution for a maximum of 40 hours per week. Administered by the Department of Employment and Labour Relations.
Employment Enhancement Program (SAR)	\$ 2.00	800	52	Social Assistance Recipients	This program is administered by the Department of Social Services. Canada is also contributing \$2.00 M this year under the three-year agreement.
Community Development Program	\$32.00	10,500	20	Social Assistance Recipients	This program is administered by the Department of Social Services. It provides work experience on projects aimed at Community Development.
University Recruitment Program	Determined within existing Departmental budget	N/A	52	University Graduates	Administered by the Public Service Commission.
Graduate Employment Program	\$ 1.25	185	52	Post-secondary Graduates (Youth)	Wage subsidy to assist employers in hiring postsecondary graduates in jobs relating to their field of study. Administered by Mfld. & Labrador Employment and Labour Relations, Employment Services.

NEWFOUNDLAND

PROGRAM INVENTORY 1) DIRECT JOB CREATION

PROGRAM	1988/89 ALLOCATION (MILLIONS)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
University Co-op Program	Determined within existing departmental budgets.	Variable	17	Co-op Students	Administered by the University with private and public sector participation.
Student Hiring	Determined within existing departmental budget	N/A	--	Summer Employment for Postsecondary students	Program encourages provincial government departments to fill temporary positions available during the summer months with postsecondary students.
Occupational Integration for Women Program	.5	85	52	Women	Wage subsidy to assist employers to hire women in non-traditional occupations. Administered by Department of Employment and Labour Relations.

NEWFOUNDLAND

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (Weeks)	TARGET POPULATION	DESCRIPTION/COMMENTS
Vocational Rehabilitation Program	\$ 2.024	350-360	Based on individuals career plans. Could be up to a number of years in university.	Handicapped individuals wishing to upgrade their vocational skills.	This program is administered by the Department of Social Services.
Apprenticeship Training	\$ 1.2	926	12	Youth and Adults	Program offers alternative periods of institutional and on-the-job training in preparation for journey- person status in various trades. Federal funding only.
Direct Purchase Training	\$ 9.571	3,116	52	CJS target groups	Excludes apprenticeship training.
Indirect Purchase Training	\$ 7.067	N/A	52	CJS target groups	Includes funding to public & private training institutions.
Community College/Provincial Institutes Training	\$64.726	N/A	Up to 3 years depending on program	Youth and Adults	The amount indicated is the budget estimate for provincial support to 5 colleges and 3 institutions. This includes direct/indirect & apprenticeship training.
Memorial University	\$99.475	15,000 students	Up to 7 years depending on program	Youth and Adults	The amount indicated is the budget estimate for provincial support to Memorial University. Institutions with campuses at St. John's, Corner Brook and Harlow, England.

NEWFOUNDLAND

PROGRAM INVENTORY 2) TRAINING

PROGRAM	1988/89 ALLOCATION (\$Millions)	TARGET JOBS/ SPACES	MAXIMUM DURATION (WEEKS)	TARGET POPULATION	DESCRIPTION/COMMENTS
Student Aid	\$15.694	-	-	Youth and Adults	The amount indicated is the budget estimated for provincial support to students. Includes Career Awards - Offshore Fund.
Schools of Nursing	\$ 4.50	-	-	Youth and Adults	Four hospital based nursing training programs.
Medical Science Centre Medical School	\$14.85	300	-	Youth and Adults	Degree granting medical school for Interims, residents and graduate students.
Career Development Awards Program	\$ 1.665 M	600 awards	variable durations	Residents of the province who wish to pursue postsecondary work in disciplines related either directly or indirectly to offshore exploration, development, and production.	This program includes awards for students ranging from those pursuing two and three year Applied Arts and Technology Programs through undergraduate university students up to university studies at the postsecondary faculty and staff members desiring to further develop their knowledge and skills relating to the offshore environment.
Department of Health Bursaries	\$429,200	115 (approx.)	Variable	Professionals in occupations in the health field who are in occupations in which there are shortages. Incentives are given to people who undergo studies in areas in short supply.	Individuals receive incentives must either work on a 1 on 1 or 2 on 1 basis; thus an individual receiving \$225 per month may have to work one month for every month he (she) received the incentive; while an individual receiving a \$450 per month incentive may have to work 2 months for every month he (she) received the incentive. Includes rehabilitation occupations, speciality physicians, dentists and post-basic nursing.

NEWFOUNDLAND

PROGRAM INVENTORY 2) TRAINING

<u>PROGRAM</u>	<u>1988/89 ALLOCATION (MILLIONS)</u>	<u>TARGET JOBS/ SPACES</u>	<u>MAXIMUM DURATION (WEEKS)</u>	<u>TARGET POPULATION</u>	<u>DESCRIPTION/COMMENTS</u>
Social Assistance	As necessary	400	N/A	Secondary and Post-secondary students	Supplementary benefits available to students who have received student loans on training allowances but cannot meet their financial requirements. Administered by Department of Social Services.

NEWFOUNDLAND

PROGRAM INVENTORY 3) OTHER

<u>PROGRAM</u>	<u>1988/89 ALLOCATION (Millions)</u>	<u>TARGET JOBS/ SPACES</u>	<u>MAXIMUM DURATION (WEEKS)</u>	<u>TARGET POPULATION</u>	<u>DESCRIPTION/COMMENTS</u>
Program for Older Worker Adjustment	N/A	Variable	-	Laid off workers aged 55-64 years	Provides financial assistance to older workers affected by designated long-term permanent lay-offs.

NEWFOUNDLAND

RESEARCH PROJECTS/STUDIES (1988-89)

PROJECT TITLE	DESCRIPTION	COMPLETION DATE	CONTACTS
1. Oil & Gas Study	Supply and Demand Analysis of Occupations associated with the Hibernia project.	January, 1990	Ms. Rachelle Cochrane, Department of Education (709) 576-2733
2. Health Sector Study	Occupational Analysis of Health occupations, with special emphasis on the implications for both supply and demand of a number of factors including demographic shifts for Rehabilitation occupations.	December, 1989	Mr. Robert Thompson, Department of Education (709) 576-2733
3. Youth Strategy	Background paper in preparation for the Youth Strategy Program	March, 1989	Ms. Carol Ruby, Employment and Labour Relations (709) 576-6001
4. Graduate Follow-up Survey	Survey of postsecondary graduates.	Ongoing	Mr. Robert Thompson, (709) 576-2733
5. Student Information System (SIS)	Comprehensive database of all individuals enrolled in the postsecondary education system in Nfld. The information captured by SIS is used in policy and program analysis as well as reference for departmental publications and general inquiries.	Ongoing	Mr. Robert Thompson, (709) 576-2733
6. Private Sector Employment Program Assessment	A survey and report on the success rate of participants in the program in attaining long-term meaningful employment	May, 1989	Mr. Robert Thompson, (709) 576-2733

NEWFOUNDLAND

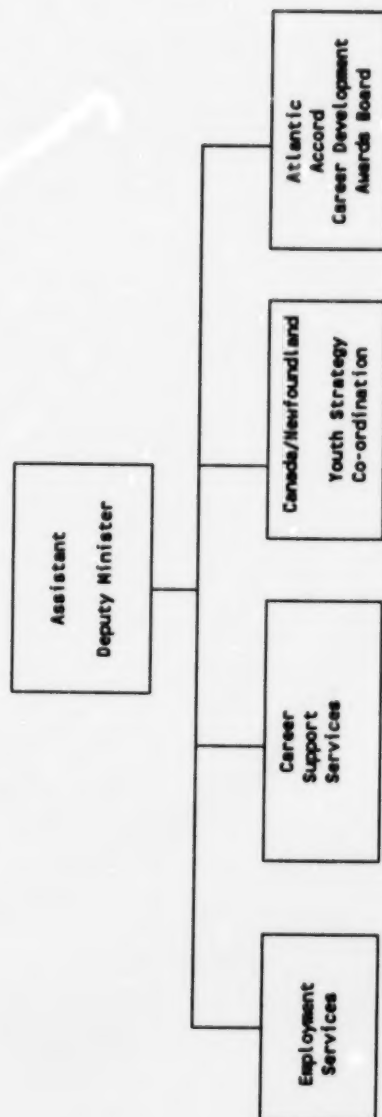
RESEARCH PROJECTS/STUDIES (1988-89)

<u>PROJECT TITLE</u>	<u>DESCRIPTION</u>	<u>COMPLETION DATE</u>	<u>CONTACTS</u>
7. Student Registration System (SRS)	A development project to design and implement an automated student registration system for seven provincial community college campuses.	Ongoing	Mr. Robert Thompson, (709) 576-2733
8. Youth Transition Study	The study is a longitudinal panel study of transition processes as youth pass from compulsory school system to the labour market.		Mr. Robert Thompson, (709) 576-2733
9. Human Resource Planning	A set of business focus groups on the relevance of human resource planning and the need for government assistance.	Ongoing	Mr. Robert Thompson, (709) 576-2733
10. Training Requirements Study on Military Activities in Labrador	The study is to determine how much skills training needs to be done given the existing labour force and training programs currently available.	March, 1990	Ms. Rachelle Cochrane, (709) 576-2733

NEWFOUNDLAND

DEPARTMENT OF EMPLOYMENT AND LABOUR RELATIONS

EMPLOYMENT AND CAREERS BRANCH



NEWFOUNDLAND

DEPARTMENT OF EDUCATION

ADVANCED STUDIES BRANCH

